



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Ensign Laboratories Pty Ltd

(B2024/1348)

31 October 2024

1. Ballot Result

Total Eligible Voters: 150

Total Participated: 128

128 out of 150 have answered all questions 85.3%

Final Ballot Audit: Thursday, 31 October 2024 at 11.05 am AWST

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot (B2024/1348) Voters: 150 Total Participated: 128 (85.3%)

2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1348) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1348) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

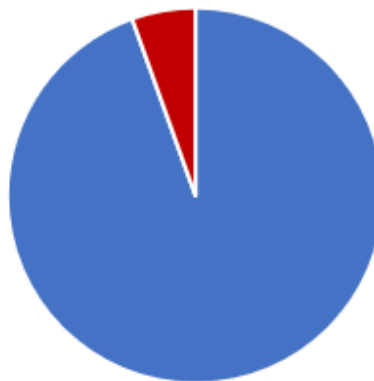
Question 1

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) and four (4) hours' duration?

■ Yes - 121 (94.5%)

■ No - 7 (5.5%)



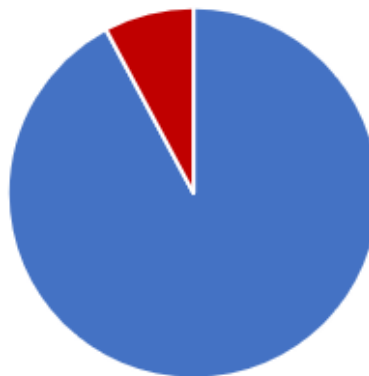
Question 2

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 stoppages of work of 24 hours' duration?

■ Yes - 118 (92.2%)

■ No - 10 (7.8%)



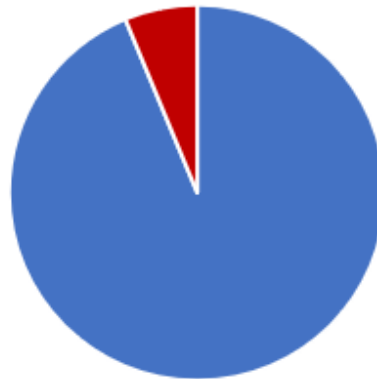
Question 3

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 periodic or indefinite bans on the performance of overtime?

■ Yes - 120 (93.8%)

■ No - 8 (6.3%)



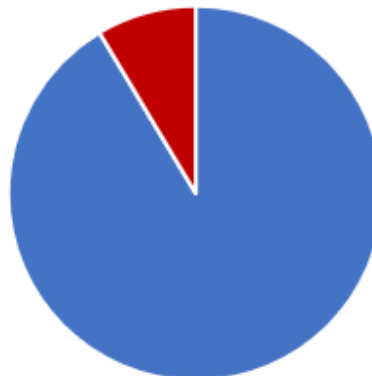
Question 4

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 bans on all data collection and/or data entry and/or filling out of paperwork (including batch documents) of indefinite duration?

■ Yes - 117 (91.4%)

■ No - 11 (8.6%)



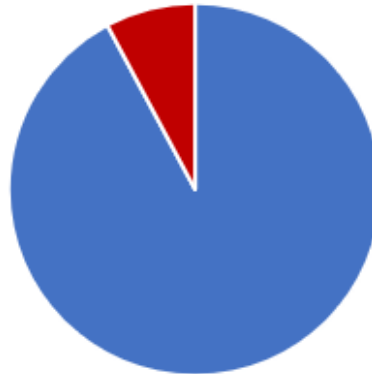
Question 5

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 bans on the loading and/or unloading of trucks of indefinite duration?

■ Yes - 118 (92.2%)

■ No - 10 (7.8%)



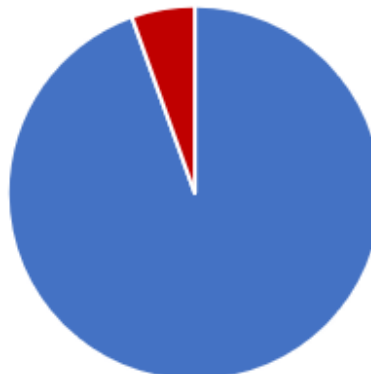
Question 6

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 stoppages of work of up to 1 hour's duration for the purposes of speaking to the public (including the media and/or the employer's customers or clients) about the reasons for the industrial action and the Union's campaign for a new enterprise agreement?

■ Yes - 121 (94.5%)

■ No - 7 (5.5%)





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