



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

Americold Logistics Limited

(B2024/966)

19 August 2024

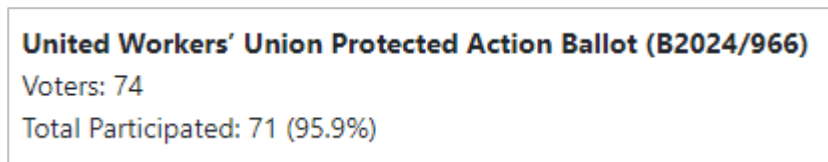
1. Ballot Result

Total Eligible Voters: 74
Total Participated: 71

71 out of 74 have answered all questions 95.9%

Final Ballot Audit: Monday, 19 August 2024 at 12.40pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/966) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/966) 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 for 1 hours duration?

- Yes - 71 (100%)
- No - 0 (0%)

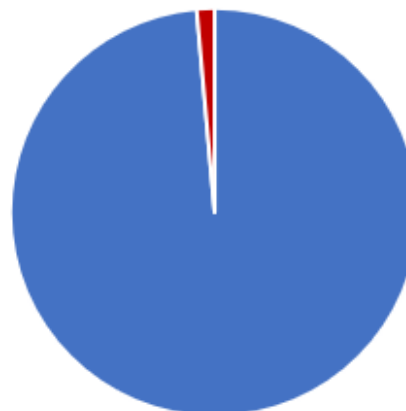


Question 2

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 for 4 hours duration?

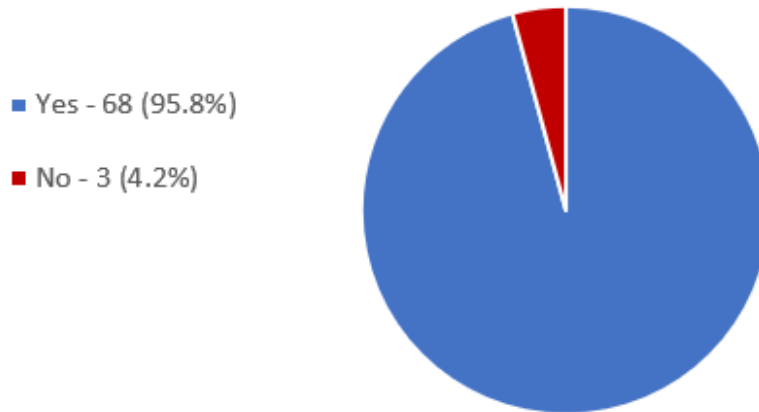
- Yes - 70 (98.6%)
- No - 1 (1.4%)



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:

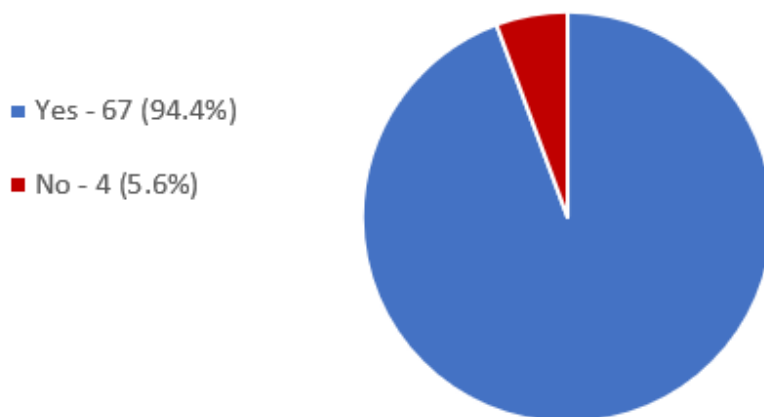
3. An unlimited number of stoppages of work for 24 hours duration?



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 stoppages of work for an indefinite duration?

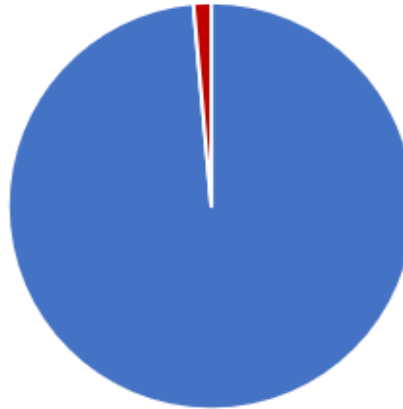


Question 5

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 Forklift operations including but not limited to stocking and high reach work?

- Yes - 70 (98.6%)
- No - 1 (1.4%)

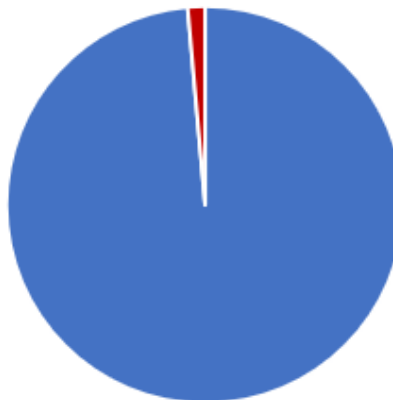


Question 6

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 bans on Forklift operations for full pallet picks?

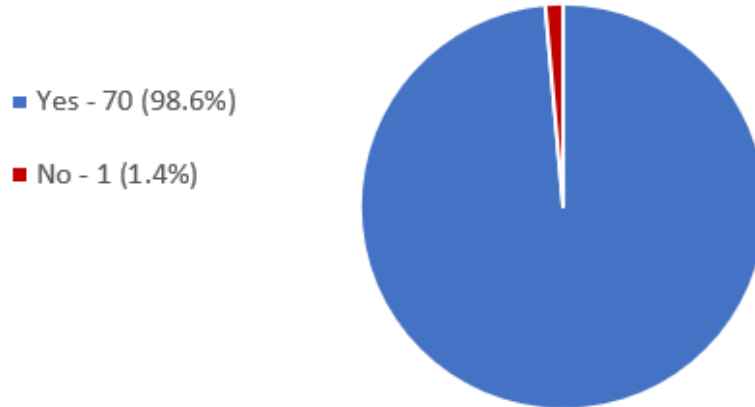
- Yes - 70 (98.6%)
- No - 1 (1.4%)



Question 7

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

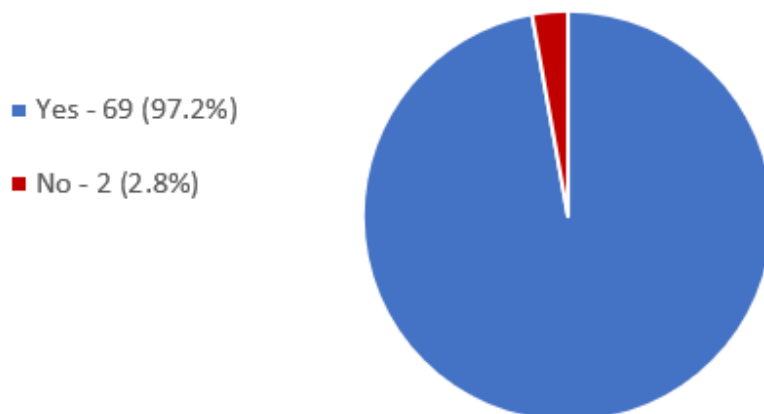
7. An unlimited number of bans on Electric Pallet Jacks (EPJ) operations?



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:

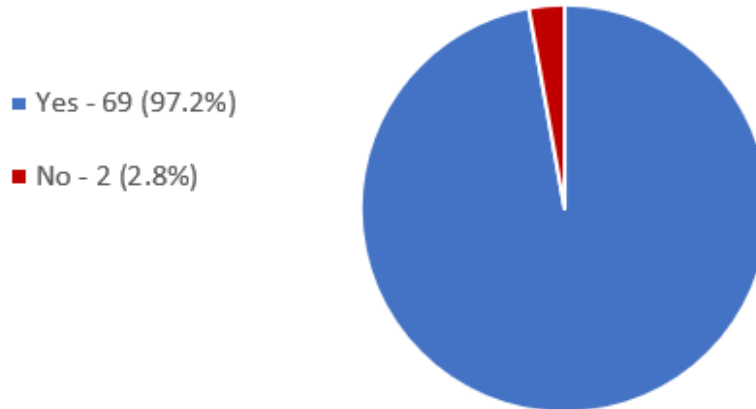
8. An unlimited number of bans on all data collection of indefinite duration?



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:

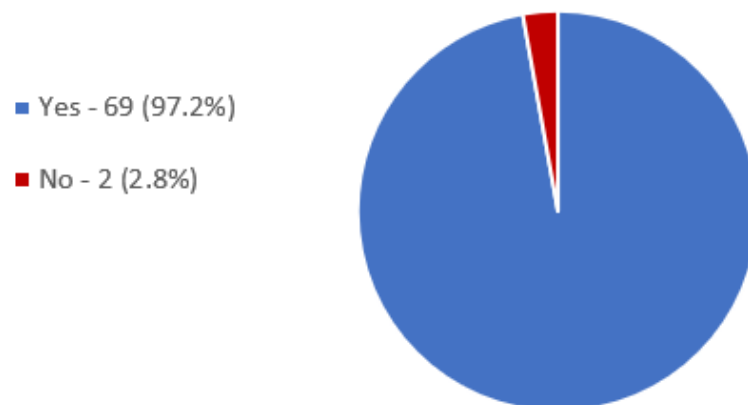
9. An unlimited number of bans on all data entry of indefinite duration?



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:

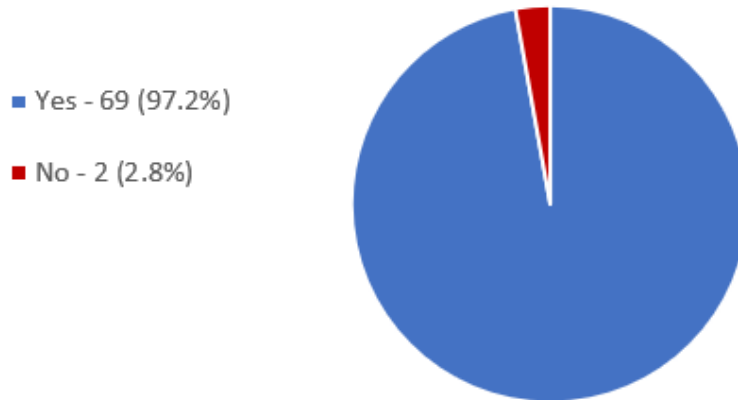
10. An unlimited number of bans on completing any paperwork of indefinite duration?



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:

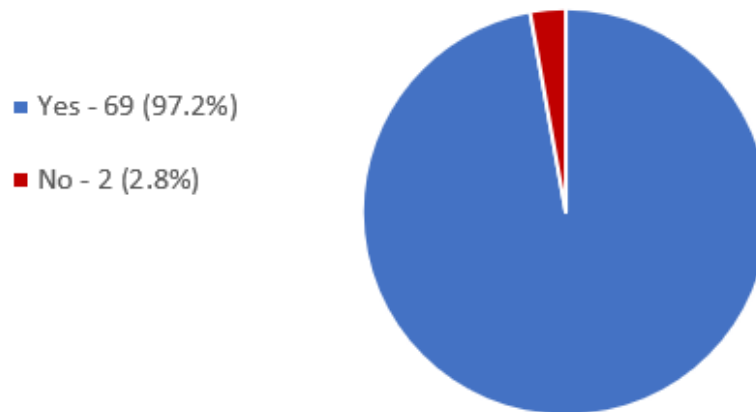
11. An unlimited number of bans on overtime of an indefinite duration?



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:

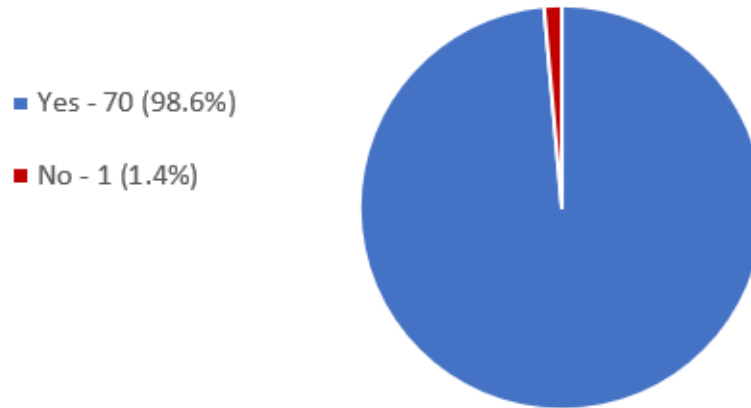
12. An unlimited number of bans on the loading of delivery trucks of indefinite duration?



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 bans on the unloading of delivery trucks of indefinite duration?





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