



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union

v

Ventia Utility Services Pty Limited and Downer Utilities Australia Pty Ltd T/A Downer Ventia Joint Venture (B2023/1193)

20 November 2023

1. Ballot Result

Total Eligible Voters: 16
Total Participated: 15

15 out of 16 have answered all questions 93.8%

Final Ballot Audit: Monday, 20 November 2023 at 12.15pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot
Voters: 16
Total Participated: 15 (93.8%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot 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 endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 15 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?

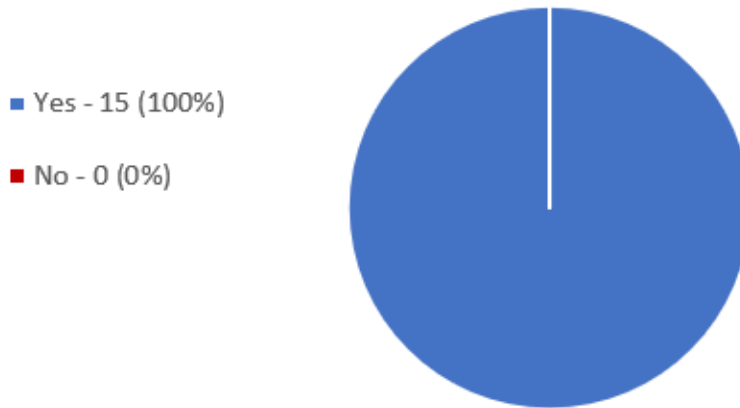
- Yes - 15 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

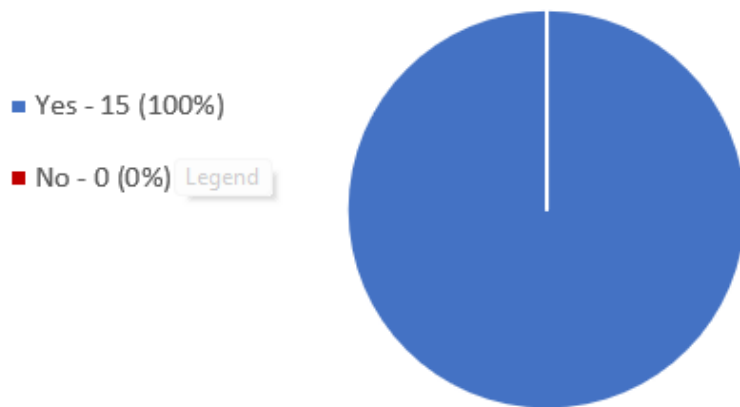
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for six (6) hours in duration?



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?

- Yes - 15 (100%)
- No - 0 (0%)

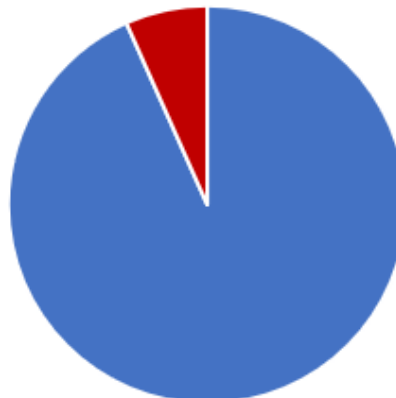


Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?

- Yes - 14 (93.3%)
- No - 1 (6.7%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

■ Yes - 15 (100%)

■ No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans on the performance of overtime?

■ Yes - 15 (100%)

■ No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on the performance of pre-shift overtime?

- Yes - 15 (100%)
- No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on performing call outs?

- Yes - 15 (100%)
- No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of indefinite or periodic bans on providing instruction or direction to contractors and/or labour hire employees?

- Yes - 15 (100%)
- No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on the utilisation of High risk tickets?

- Yes - 15 (100%)
- No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of indefinite or periodic bans on the performance of working additional shifts outside of the normal roster?

■ Yes - 15 (100%)

■ No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on using Computers to document work?

■ Yes - 15 (100%)

■ No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of indefinite or periodic bans on working with Contractors?

- Yes - 15 (100%)
- No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of indefinite or periodic bans on holding permits and/or signing on to permits?

- Yes - 15 (100%)
- No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

17. An unlimited number of indefinite or periodic bans of driving vehicles (unless for emergency purposes only)

- Yes - 15 (100%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of indefinite or periodic bans of the use of personal hand tools?

- Yes - 15 (100%)
- No - 0 (0%)





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