



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Manufacturing Workers' Union (AMWU)

v

Kinetic Fleet Services Pty Ltd

(B2023/975)

3 October 2023

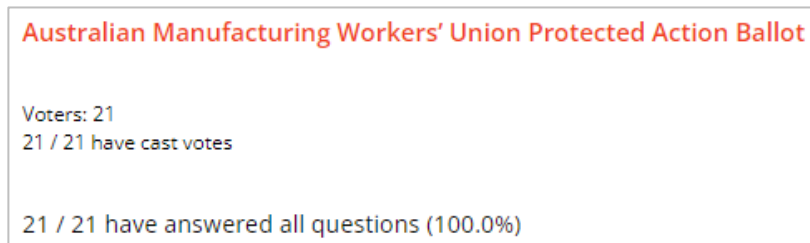
1. Ballot Result

Total Eligible Voters: 21
Total Participated: 21

21 out of 21 have answered all questions 100%

Final Ballot Audit: Tuesday, 3 October 2023 at 11.05am AWST

Diagram 1: Final Vote Participation



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

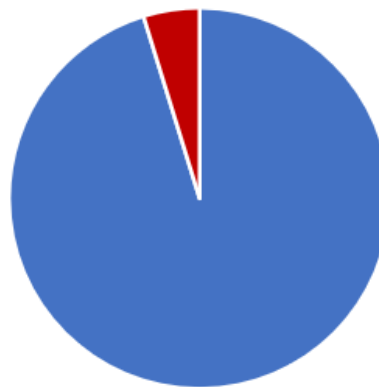
Question 1

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 - 20 (95%)

■ No - 1 (5%)



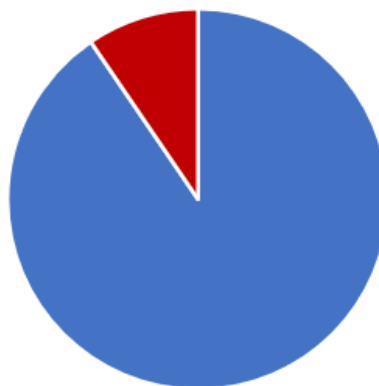
Question 2

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 - 19 (90%)

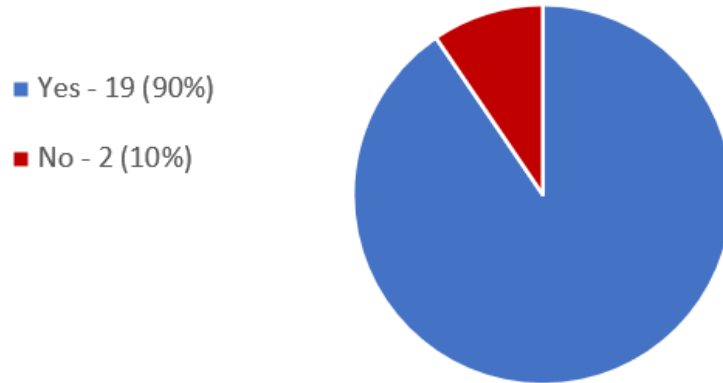
■ No - 2 (10%)



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:

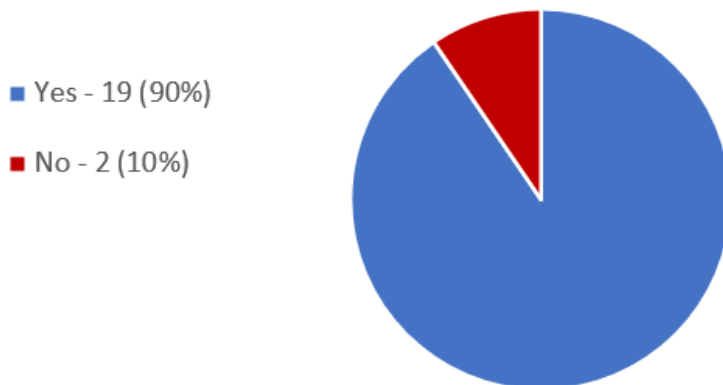
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



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 eight (8) hours in duration?



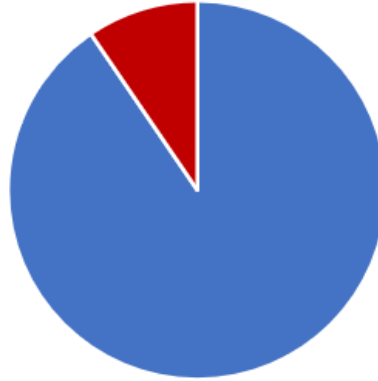
Question 5

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 twelve (12) hours in duration?

■ Yes - 19 (90%)

■ No - 2 (10%)



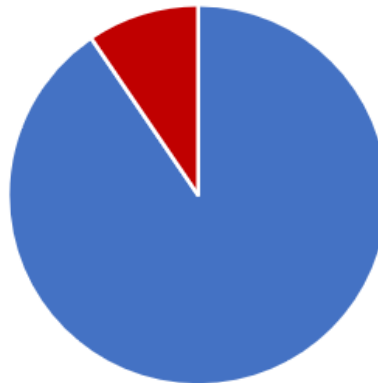
Question 6

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 twenty-four (24) hours in duration?

■ Yes - 19 (90%)

■ No - 2 (10%)



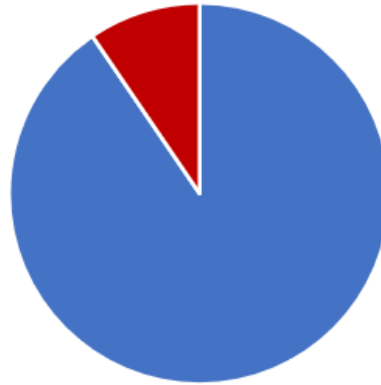
Question 7

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 indefinite or periodic bans on the performance of overtime?

■ Yes - 19 (90%)

■ No - 2 (10%)



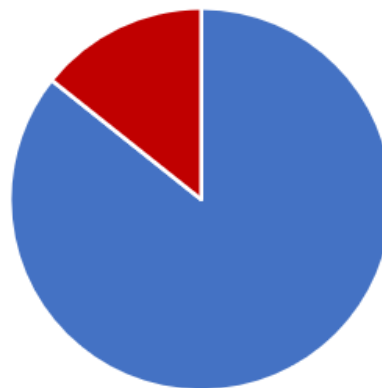
Question 8

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 pre-shift overtime?

■ Yes - 18 (86%)

■ No - 3 (14%)



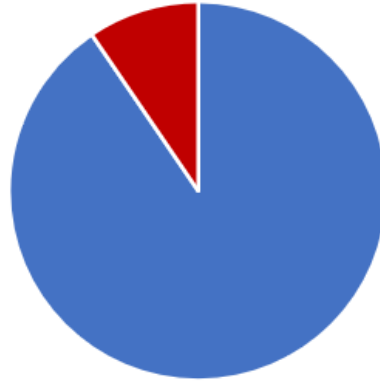
Question 9

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 performing call outs or attending breakdowns?

■ Yes - 19 (90%)

■ No - 2 (10%)



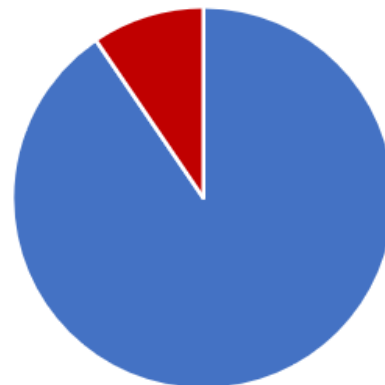
Question 10

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 work on any bus except for school buses?

■ Yes - 19 (90%)

■ No - 2 (10%)



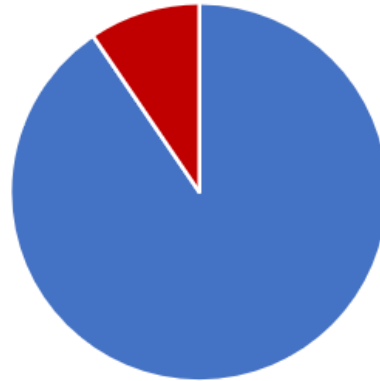
Question 11

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 the use of Company telephones except for emergency purposes?

■ Yes - 19 (90%)

■ No - 2 (10%)



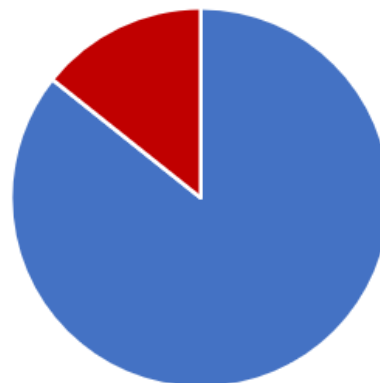
Question 12

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 performance of working additional shifts outside of the normal roster?

■ Yes - 18 (86%)

■ No - 3 (14%)



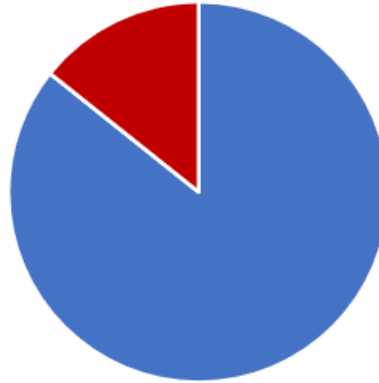
Question 13

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 being flexible when taking meal and rest breaks?

■ Yes - 18 (86%)

■ No - 3 (14%)



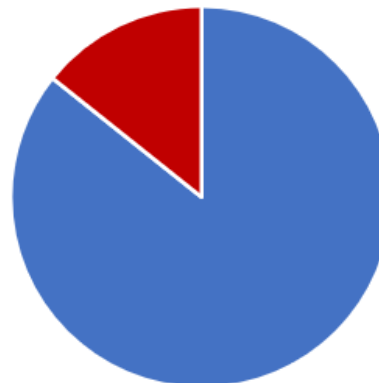
Question 14

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 the using Computers or any electronic device to document work?

■ Yes - 18 (86%)

■ No - 3 (14%)



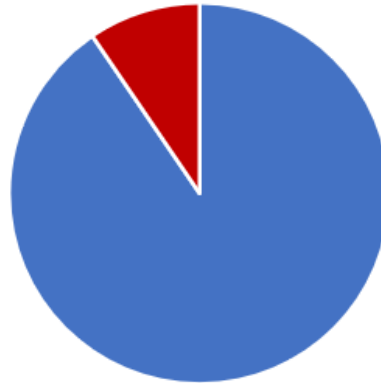
Question 15

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 - 19 (90%)

■ No - 2 (10%)



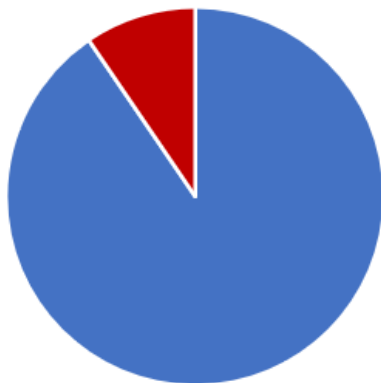
Question 16

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 of the use of measuring and test equipment, including the usage of results/test sheets?

■ Yes - 19 (90%)

■ No - 2 (10%)



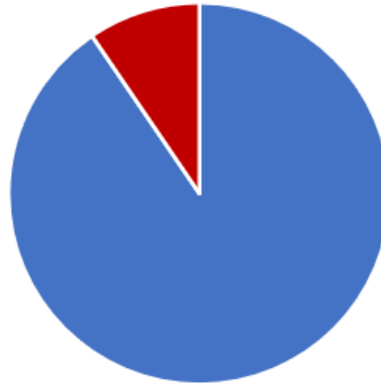
Question 17

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 - 19 (90%)

■ No - 2 (10%)



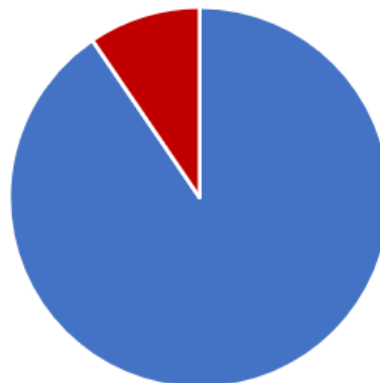
Question 18

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 completing planned work orders except where a critical task is required due to an imminent risk to a person's safety?

■ Yes - 19 (90%)

■ No - 2 (10%)



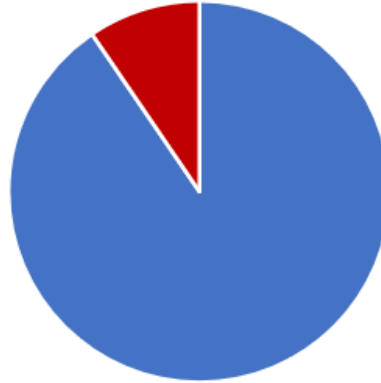
Question 19

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:

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

■ Yes - 19 (90%)

■ No - 2 (10%)





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