



**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 (AMWU)**

**v**

**GH Varley Pty Ltd  
(B2024/1445)**

**22 November 2024**

# 1. Ballot Result

Total Eligible Voters: 87  
Total Participated: 78

78 out of 87 have answered all questions 89.7%

Final Ballot Audit: Friday, 22 November 2024 at 11.05am AWST

*Diagram 1: Final Vote Participation*

<b>Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1445)</b> Voters: 87 Total Participated: 78 (89.7%)
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## 2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1445) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1445) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

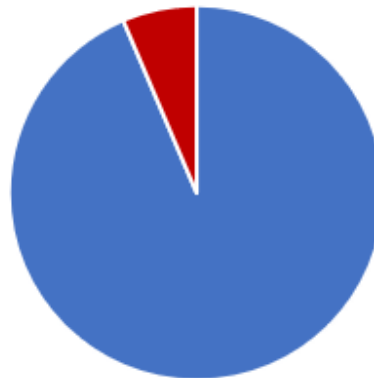
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

1. An unlimited number of 1 hour stoppages of work

- Yes - 73 (93.6%)
- No - 5 (6.4%)

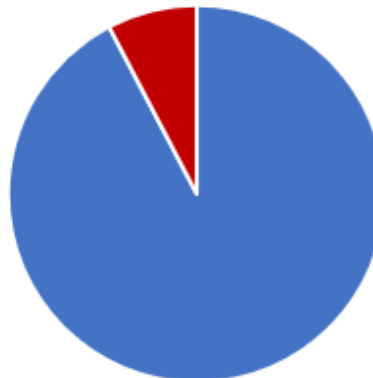


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

2. An unlimited number of 2 hour stoppages of work

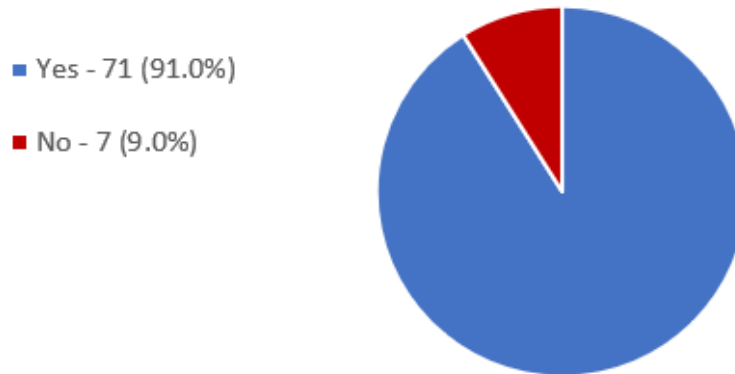
- Yes - 72 (92.3%)
- No - 6 (7.7%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

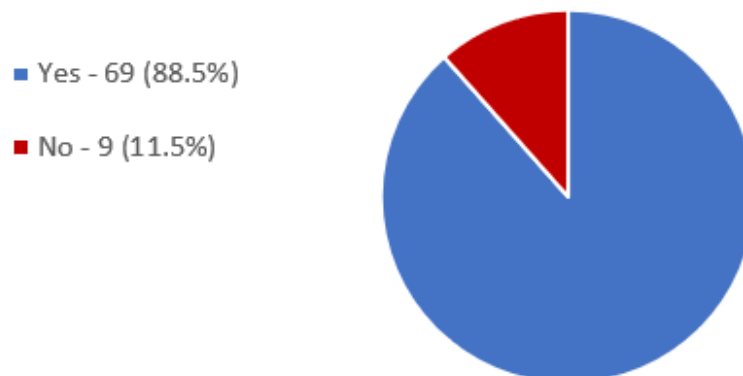
3. An unlimited number of 3 hour stoppages of work



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

4. An unlimited number of 4 hour stoppages of work



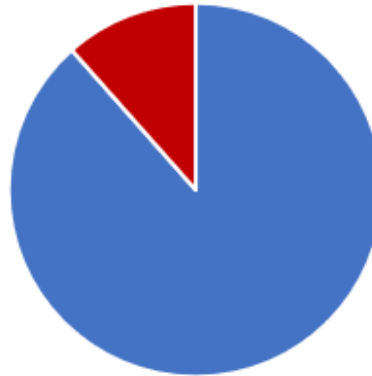
## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

5. An unlimited number of 8 hour stoppages of work

■ Yes - 69 (88.5%)

■ No - 9 (11.5%)



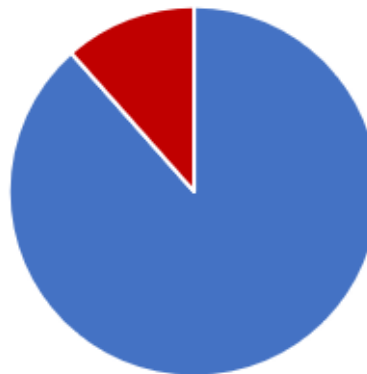
## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

6. An unlimited number of 12 hour stoppages of work

■ Yes - 69 (88.5%)

■ No - 9 (11.5%)



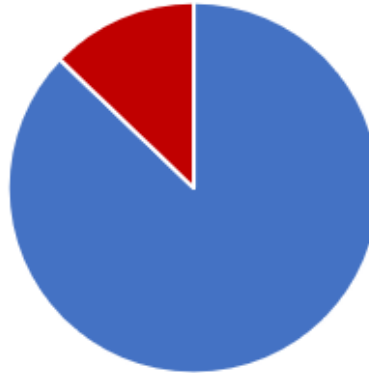
## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

7. An unlimited number of 24 hour stoppages of work

■ Yes - 68 (87.2%)

■ No - 10 (12.8%)



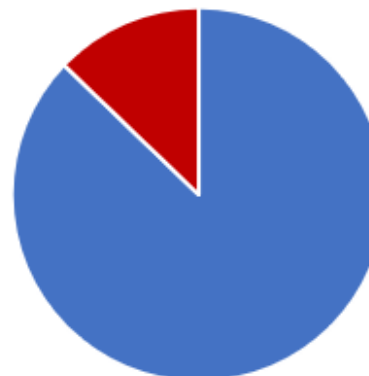
## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

8. An unlimited number of 48 hour stoppages of work

■ Yes - 68 (87.2%)

■ No - 10 (12.8%)



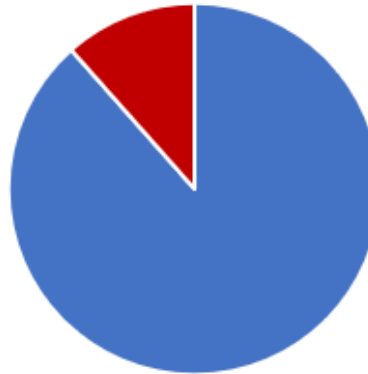
## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

9. An unlimited number of 72 hour stoppages of work

■ Yes - 69 (88.5%)

■ No - 9 (11.5%)



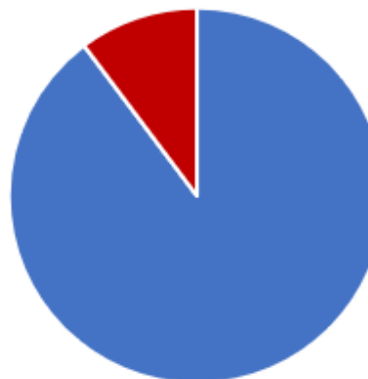
## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

10. An unlimited number of stoppages of work for a period of one week

■ Yes - 70 (89.7%)

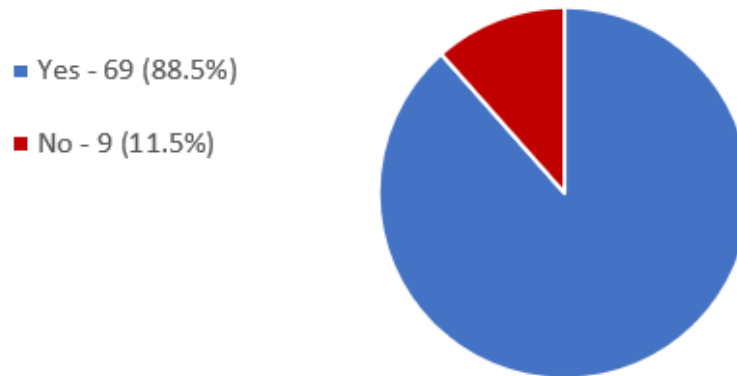
■ No - 8 (10.3%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

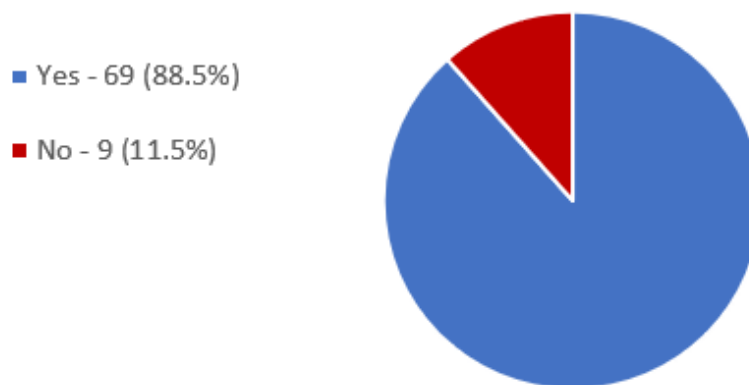
11. An unlimited number of indefinite stoppages of work



## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

12. An unlimited number of indefinite or periodic bans on overtime

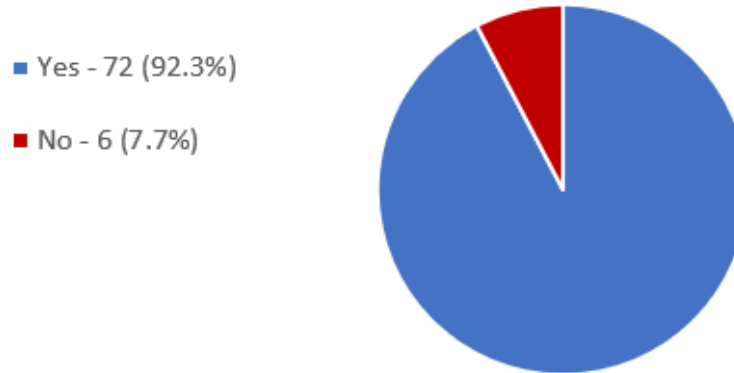




## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

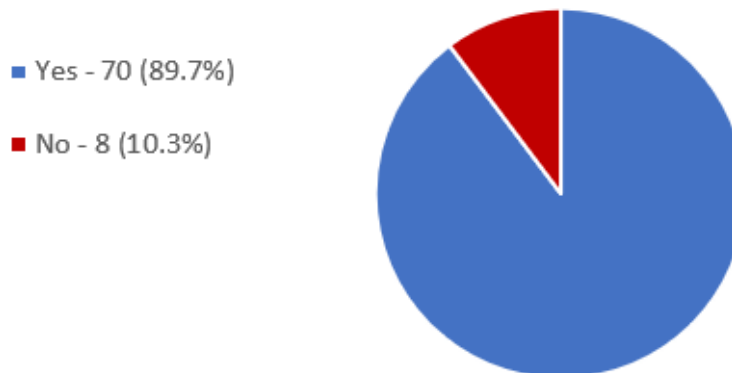
13. An unlimited number of indefinite or periodic partial work bans



## Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

14. An unlimited number of indefinite or periodic bans on the use of battery-operated tools.

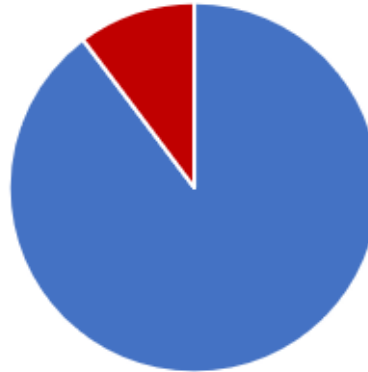


## Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

15. An unlimited number of indefinite or periodic bans on the use of air-operated tools.

- Yes - 70 (89.7%)
- No - 8 (10.3%)

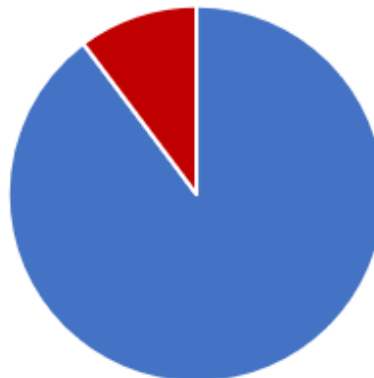


## Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

16. An unlimited number of indefinite or periodic bans on the use of overhead cranes.

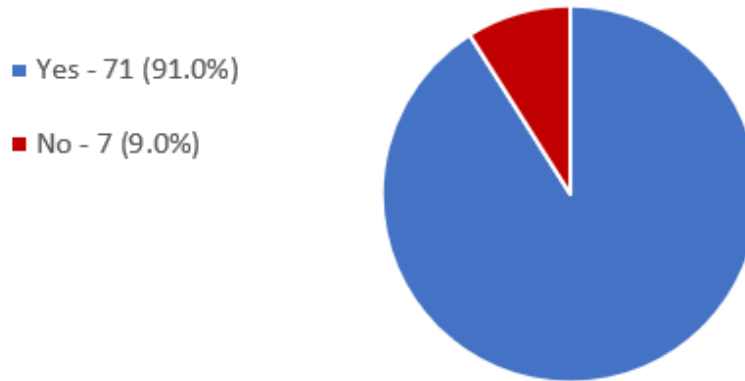
- Yes - 70 (89.7%)
- No - 8 (10.3%)



## Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

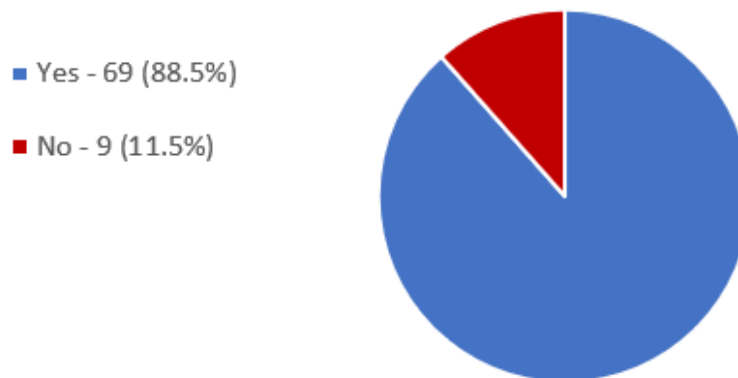
17. An unlimited number of indefinite or periodic bans on the use of forklifts.



## Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

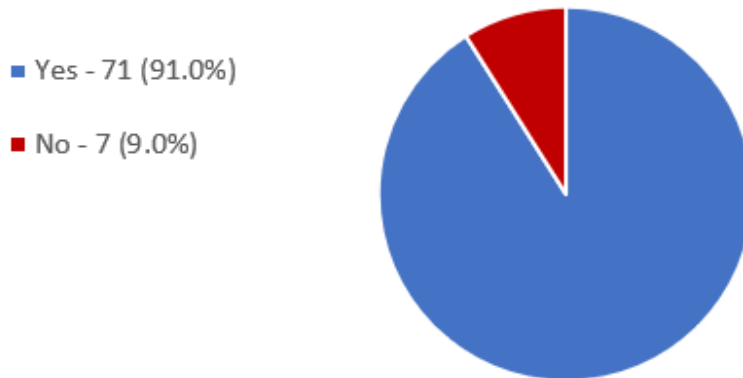
18. An unlimited number of indefinite or periodic bans on the operation of forklifts in reverse.



## Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

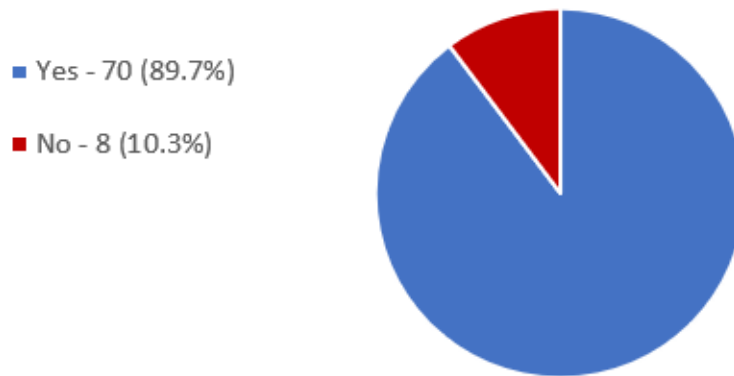
19. An unlimited number of indefinite or periodic bans on the movement of RFS trucks.



## Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

20. An unlimited number of indefinite or periodic bans on the movement of electric vehicles.



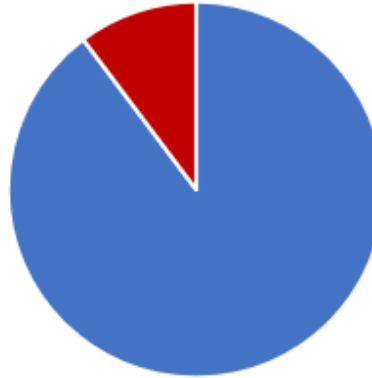
## Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

21. An unlimited number of indefinite or periodic bans on the movement of Orica vehicles.

■ Yes - 70 (89.7%)

■ No - 8 (10.3%)



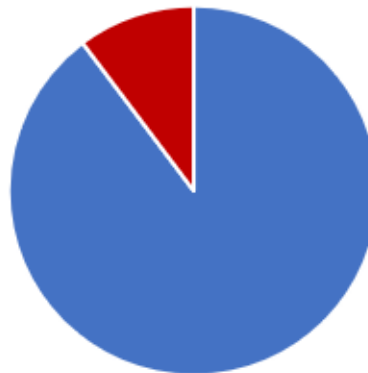
## Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

22. An unlimited number of indefinite or periodic bans on the movement of Service NSW vehicles.

■ Yes - 70 (89.7%)

■ No - 8 (10.3%)



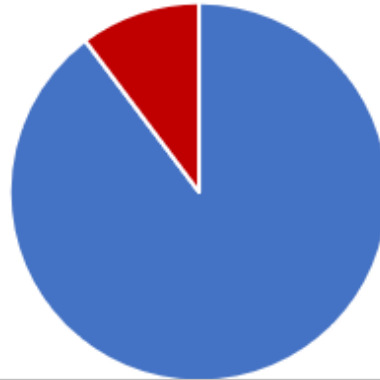
## Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

23. An unlimited number of indefinite or periodic bans on the movement of ambulance vehicles.

■ Yes - 70 (89.7%)

■ No - 8 (10.3%)



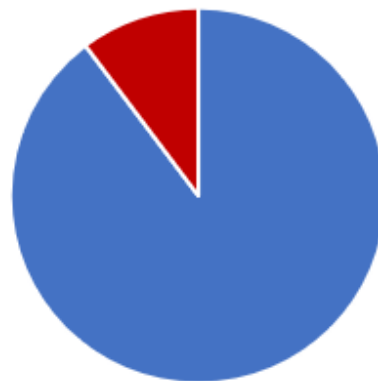
## Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

24. An unlimited number of indefinite or periodic bans on the use of the Swag App.

■ Yes - 70 (89.7%)

■ No - 8 (10.3%)



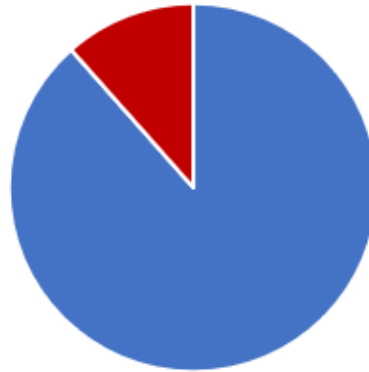
## Question 25

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

25. An unlimited number of indefinite or periodic bans on the use of robotic welders.

■ Yes - 69 (88.5%)

■ No - 9 (11.5%)



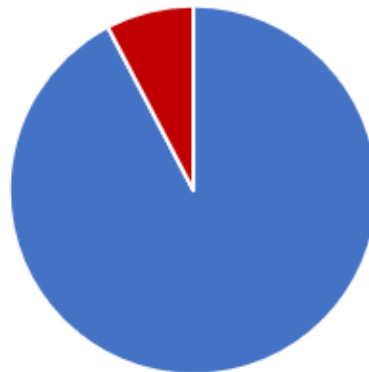
## Question 26

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below:

26. An unlimited number of indefinite or periodic bans on complying with any company media or social media policy for the purposes of communicating or promoting information related to EBA negotiations.

■ Yes - 72 (92.3%)

■ No - 6 (7.7%)





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