



**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**

**UGL Rail (North Queensland) Pty Ltd  
B2025/144**

**6 February 2025**

# 1. Ballot Result

Total Eligible Voters: 30  
Total Participated: 29

29 out of 30 have answered all questions 96.7%

Final Ballot Audit: Thursday, 6 February 2025 at 12.05pm 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

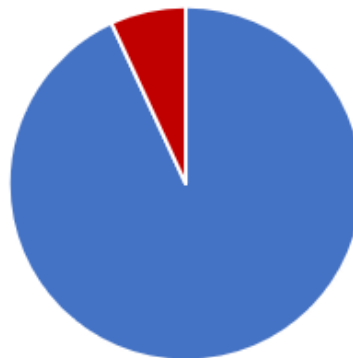
#### Question 1

In support of reaching an enterprise agreement with your employer, do you 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, including consecutive stoppages of work, for one (1) minute in duration?

■ Yes - 27 (93.1%)

■ No - 2 (6.9%)



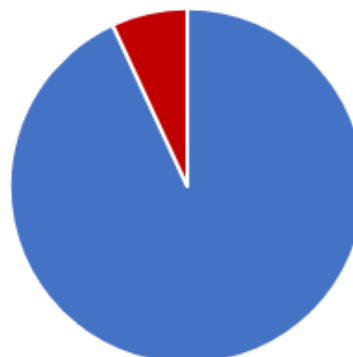
#### Question 2

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, including consecutive stoppages of work, for one (1) hour in duration?

■ Yes - 27 (93.1%)

■ No - 2 (6.9%)



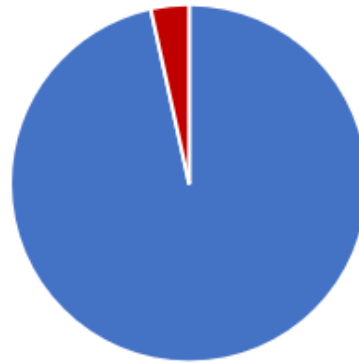
### Question 3

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, including consecutive stoppages of work, for twelve (12) hours in duration?

■ Yes - 28 (96.6%)

■ No - 1 (3.4%)



### 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, including consecutive stoppages of work, for twenty-four (24) hours in duration?

■ Yes - 29 (100.0%)

■ No - 0 (0%)



## 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 indefinite or periodic bans on the performance of overtime?

- Yes - 29 (100.0%)
- No - 0 (0%)



## 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 indefinite or periodic bans on the performance of pre-shift overtime?

- Yes - 29 (100.0%)
- No - 0 (0%)

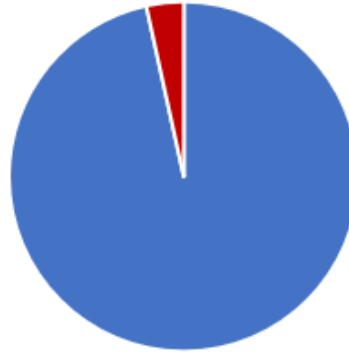


## Question 7

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:

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

- Yes - 28 (96.6)
- No - 1 (3.4%)

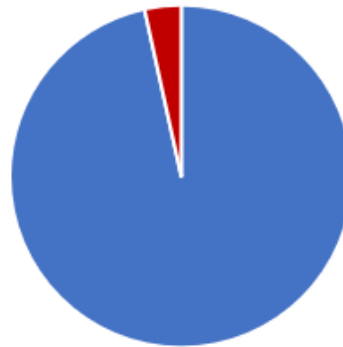


## Question 8

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 indefinite or periodic bans on working with, training, and providing instruction or direction to contractors and/or labour hire employees?

- Yes - 28 (96.6)
- No - 1 (3.4%)

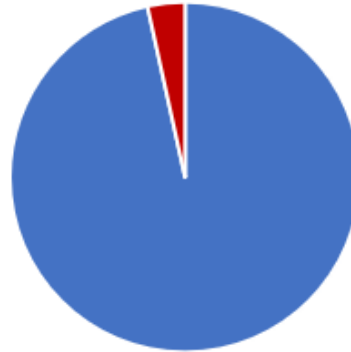


## Question 9

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 indefinite or periodic bans on the utilisation of high-risk work licenses?

- Yes - 28 (96.6)
- No - 1 (3.4%)



## 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 indefinite or periodic bans on the performance of working additional shifts outside of the normal roster?

- Yes - 29 (100.0%)
- No - 0 (0%)



## 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 indefinite or periodic bans on de- isolating?

- Yes - 29 (100.0%)
- No - 0 (0%)

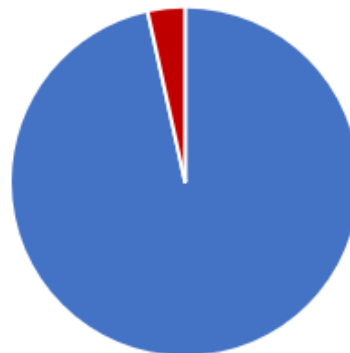


## Question 12

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 indefinite or periodic bans on holding permits and/or signing on to permits?

- Yes - 28 (96.6)
- No - 1 (3.4%)





## 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 indefinite or periodic bans of the performance of shunting and functions associated with shunting?

■ Yes - 29 (100.0%)

■ No - 0 (0%)





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