



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

**KONE Elevators Pty Ltd
(B2025/886)**

19 June 2025

1. Ballot Result

Total Eligible Voters: 3
Total Participated: 3

3 out of 3 have answered all questions 100.0%

Final Ballot Audit: Thursday, 19 June 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/886)
Voters: 3
Total Participated: 3 (100.0%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/886) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/886) 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 stoppages of work of 30 minutes' duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 stoppages of work of 1 hours' duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 stoppages of work of 2 hours' duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 stoppages of work of 3 hours' duration?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 stoppages of work of 4 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 6 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 8 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 12 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 24 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 of 48 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 72 hours' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of 1 weeks' duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 stoppages of work of indefinite duration?

- Yes - 3 (100%)
- No - 0 (0%)



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 periodic or indefinite bans on the performance of overtime?

- Yes - 3 (100%)
- No - 0 (0%)



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 periodic or indefinite bans on the performance of shift work?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 periodic or indefinite partial work bans?

■ Yes - 3 (100%)

■ No - 0 (0%)



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 periodic or indefinite bans on performing on call or "assist" works?

- Yes - 3 (100%)
- No - 0 (0%)



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 periodic or indefinite bans on performing Home Call out (HCO) calls?

- Yes - 3 (100%)
- No - 0 (0%)



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 periodic or indefinite bans on performing Living away from home (remote job sites) work?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



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 periodic or indefinite bans on the completion of digital or physical documentation or data entry type tasks?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



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 periodic or indefinite bans on the performance of planned maintenance (not including responding to trapped passengers)?

- Yes - 3 (100.0%)
- No - 0 (0%)



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 periodic or indefinite bans on working on or from a ladder, scaffold, or safety step?

- Yes - 3 (100.0%)
- No - 0 (0%)



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 periodic or indefinite bans on the use of battery and/or electrical power tools?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



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 periodic or indefinite bans on verifying and / or performing of any isolations?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



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 periodic or indefinite bans on reversing of work vehicles or equipment?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



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 periodic or indefinite bans on the use of any amenities (crib rooms and/or toilet facilities) outside of those provided by the company at the Warners Bay Depot?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 27

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:

27. An unlimited number of periodic or indefinite bans on taking meal breaks at any other location than at the Warners Bay Depot?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 28

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:

28. An unlimited number of periodic or indefinite bans on the use of flat blade screw drivers?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 29

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:

29. An unlimited number of periodic or indefinite bans on the use of Phillips head screw drivers?

- Yes - 3 (100.0%)
- No - 0 (0%)



Question 30

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:

30. An unlimited number of periodic or indefinite bans on the use of Allen Keys or Torx bit tools?

- Yes - 3 (100.0%)
- No - 0 (0%)



Question 31

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:

31. An unlimited number of periodic or indefinite bans on the use of digital or physical keys and/or locks?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 32

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:

32. An unlimited number of periodic or indefinite bans on performing works that require temporary barricading to be installed?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 33

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:

33. An unlimited number of periodic or indefinite bans on energisation and /or re-energisation of circuits or equipment?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 34

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:

34. An unlimited number of periodic or indefinite bans on charging Kone battery operated devices?

■ Yes - 3 (100.0%)

■ No - 0 (0%)



Question 35

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:

35. An unlimited number of periodic or indefinite bans on the use of apps or computer based programs?

■ Yes - 3 (100.0%)

■ No - 0 (0%)





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