



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

**The Star Entertainment Qld Limited
(B2025/917)**

26 June 2025

1. Ballot Result

Total Eligible Voters: 39
Total Participated: 28

28 out of 39 have answered all questions 71.8%

Final Ballot Audit: Thursday, 26 June 2025 at 12.20 pm AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2025/917)
Voters: 39
Total Participated: 28 (71.8%)

2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/917) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2025/917) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

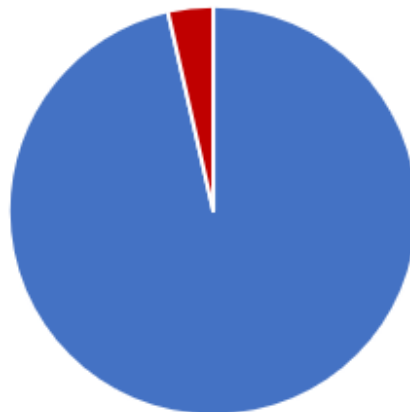
Question 1

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 (96.4%)

■ No - 1 (3.6%)



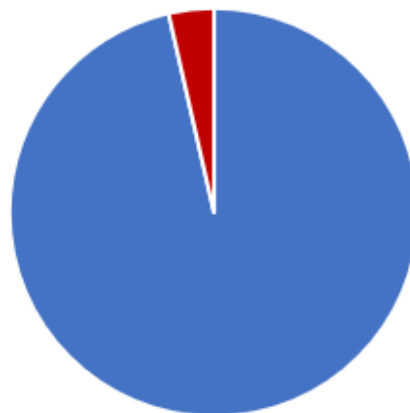
Question 2

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 (96.4%)

■ No - 1 (3.6%)



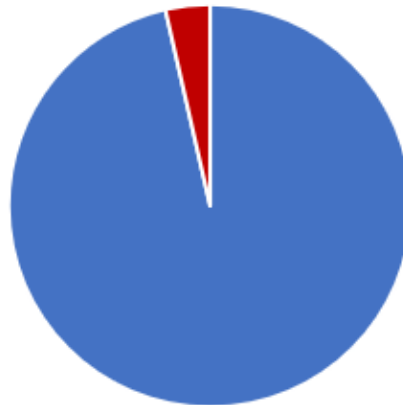
Question 3

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 twenty-four 24 hours in duration?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



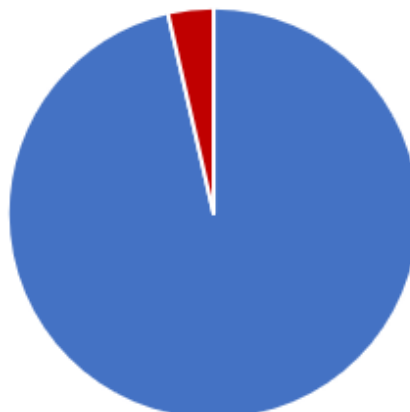
Question 4

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 indefinite or periodic bans on the completion of paperwork?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



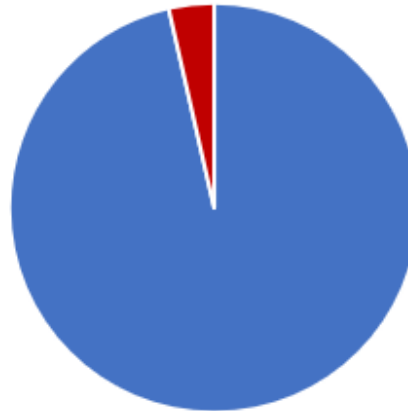
Question 5

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 use of technology i.e. phones, computers, tablets, radios, fax machines and the like?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



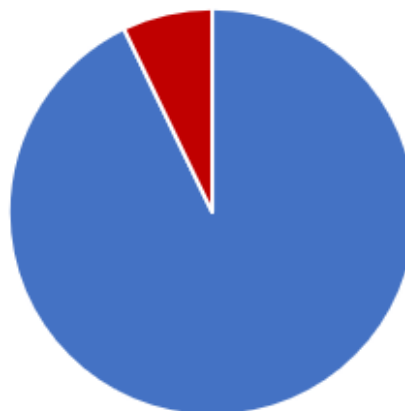
Question 6

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 overtime, including pre-shift overtime?

■ Yes - 26 (92.9%)

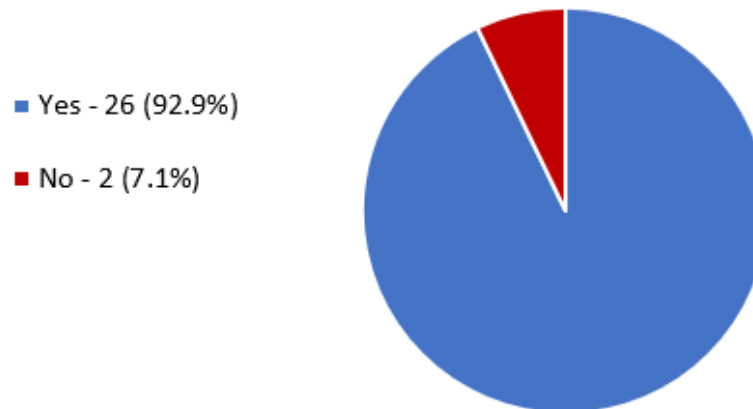
■ No - 2 (7.1%)



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:

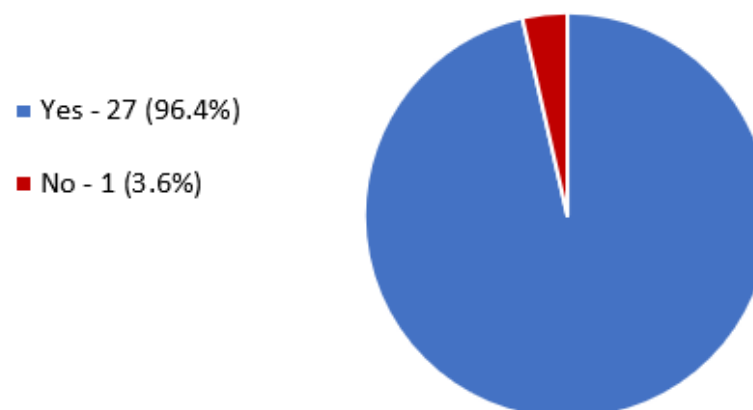
7. An unlimited number of indefinite or periodic bans on the use of powertools?



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 the use of keywatcher?



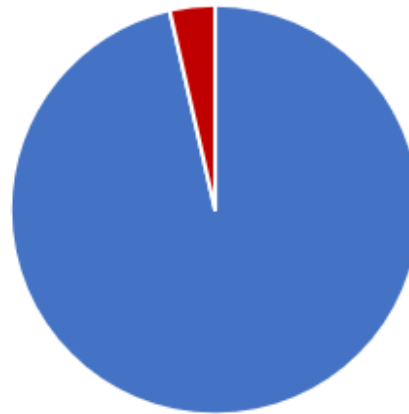
Question 9

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 taking of X-series Jackpot Photos?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



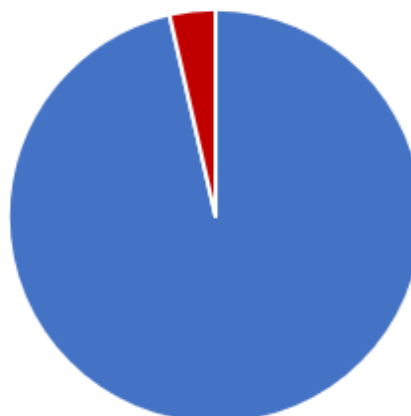
Question 10

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 cleaning of shufflers?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



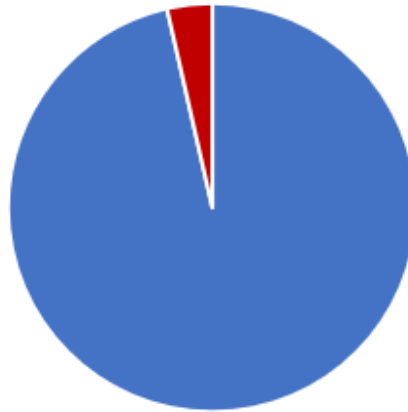
Question 11

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 the sealing of Electronic Gaming Machines and/or Electronic Table Games?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



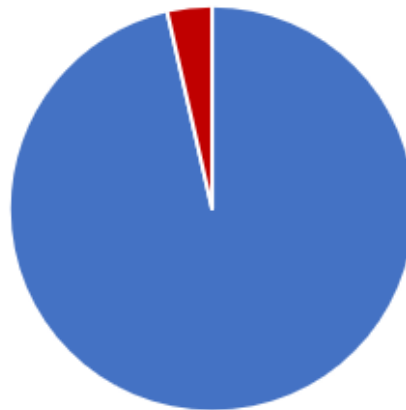
Question 12

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 the use of attendant cards?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



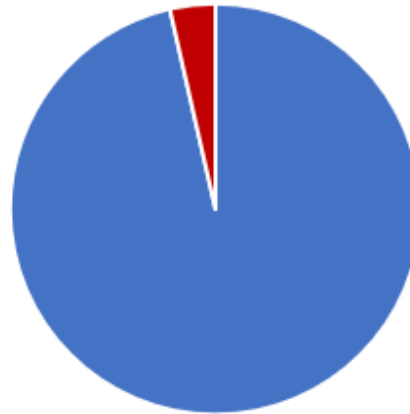
Question 13

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 on the use of electric or hydraulic lifting aids?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



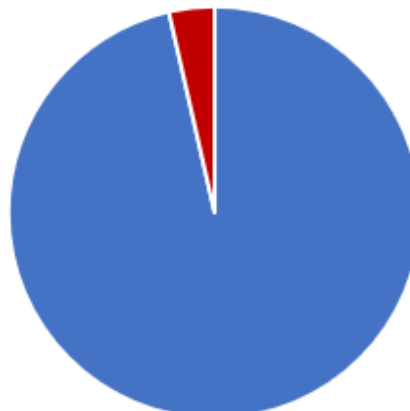
Question 14

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:

14. An unlimited number of indefinite or periodic bans on working on Main Gaming Floor?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



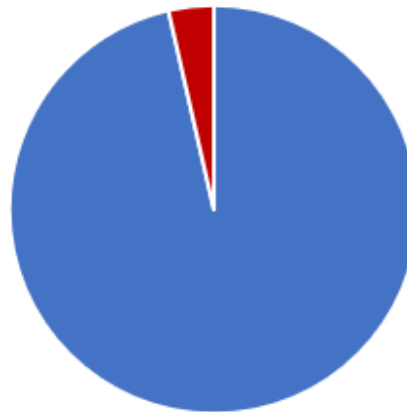
Question 15

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:

15. An unlimited number of indefinite or periodic bans on working in Oasis Gaming Room?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



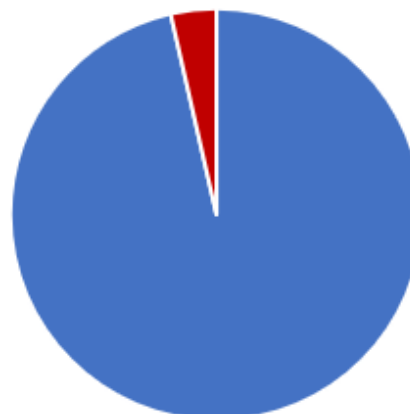
Question 16

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:

16. An unlimited number of indefinite or periodic bans on working in Sovereign Gaming Room?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



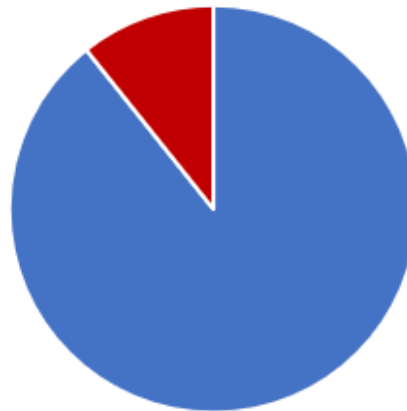
Question 17

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:

17. An unlimited number of indefinite or periodic bans on the performance of work without the wearing of an AMWU sticker on shirts over Star logo?

■ Yes - 25 (89.3%)

■ No - 3 (10.7%)



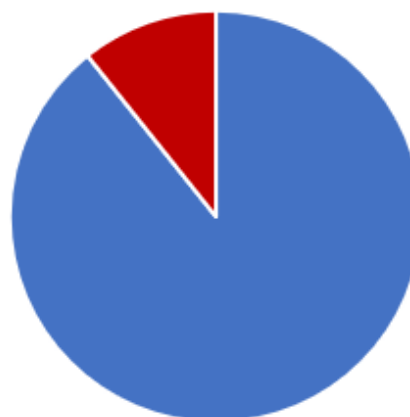
Question 18

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:

18. An unlimited number of indefinite or periodic bans on the performance of work without the wearing of AMWU shirts instead of or over the top of Star Uniform shirts?

■ Yes - 25 (89.3%)

■ No - 3 (10.7%)



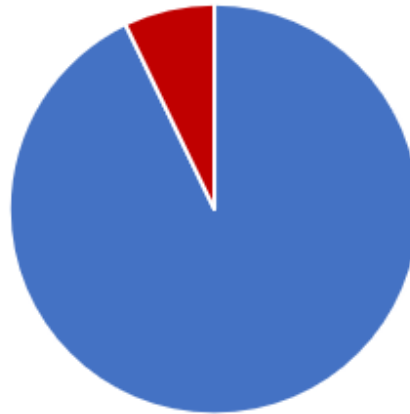
Question 19

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:

19. An unlimited number of indefinite or periodic bans on the performance of work without the wearing of AMWU badges on Star Uniform?

■ Yes - 26 (92.9%)

■ No - 2 (7.1%)



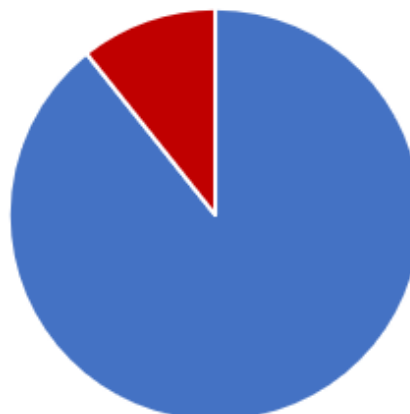
Question 20

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:

20. An unlimited number of stoppages of work for thirty 30 minutes duration for the purposes of posting on social media about the industrial action and the reasons for taking industrial action?

■ Yes - 25 (89.3%)

■ No - 3 (10.7%)



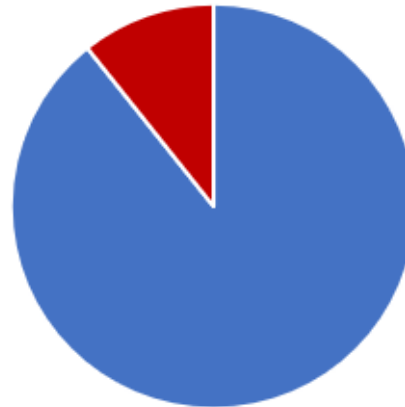
Question 21

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:

21. An unlimited number of stoppages of work for thirty 30 minutes duration for the purposes of speaking to guests and patrons about the industrial action and the reasons for taking industrial action?

■ Yes - 25 (89.3%)

■ No - 3 (10.7%)



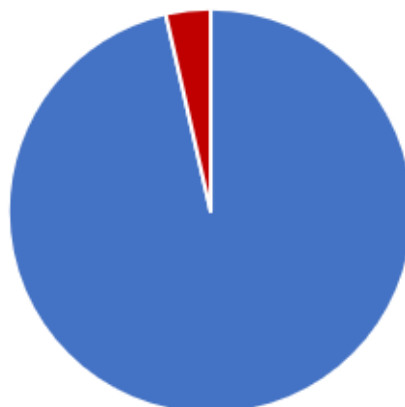
Question 22

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:

22. An unlimited number of indefinite or periodic bans on the performance of any work on or involving Electronic Gaming Machines, for example servicing, repair, rebooting/restarting, conversions, movements or retrofits?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



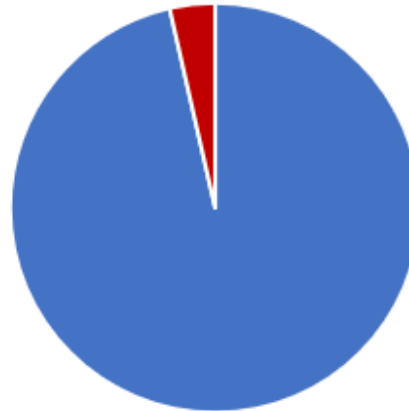
Question 23

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:

23. An unlimited number of indefinite or periodic bans on the performance of any work on or involving Electronic Table Games, for example servicing, repair, rebooting/restarting, conversions, movements or retrofits?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



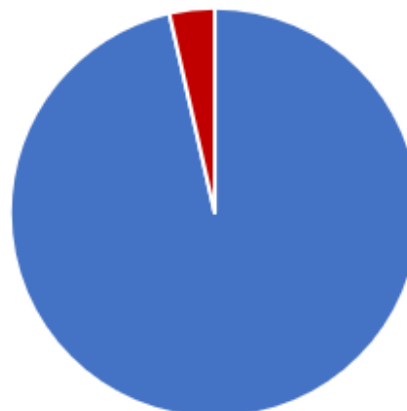
Question 24

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:

24. An unlimited number of indefinite or periodic bans on the performance of any work on or involving Table Games for example installation, servicing, repair and rebooting/restarting?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



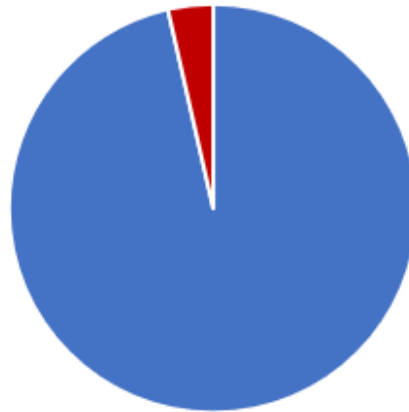
Question 25

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:

25. An unlimited number of indefinite or periodic bans on the shadowing of Hard Count Team?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



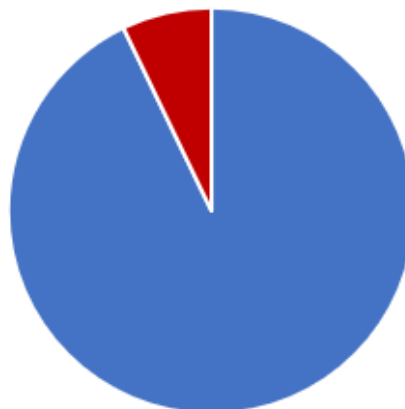
Question 26

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:

26. An unlimited number of indefinite or periodic bans on the performance of any work on or involving Stacker Boxes?

■ Yes - 26 (92.9%)

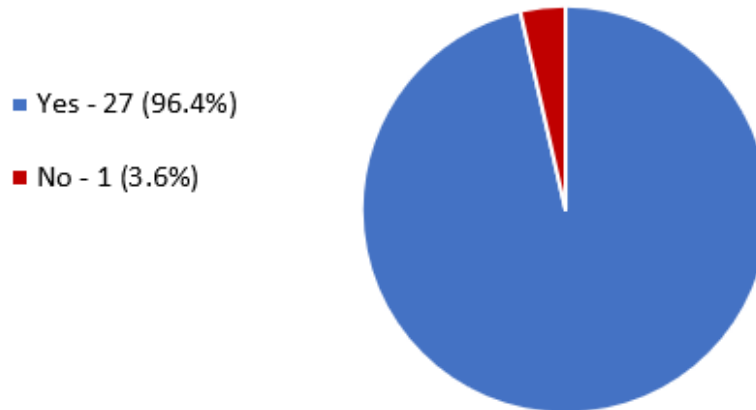
■ No - 2 (7.1%)



Question 27

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:

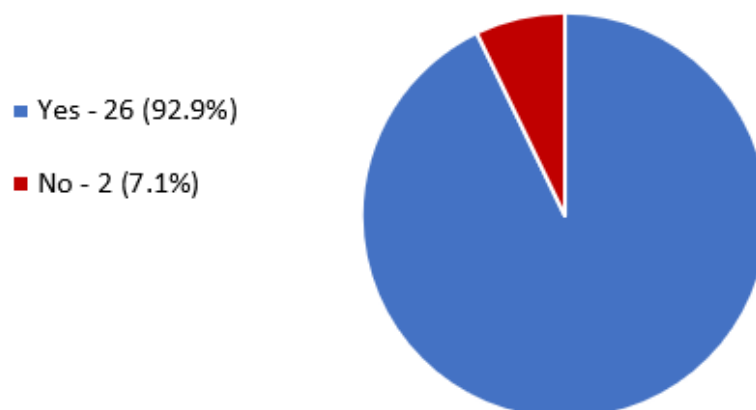
27. An unlimited number of indefinite or periodic bans on the use of hand tools?



Question 28

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:

28. An unlimited number of indefinite or periodic bans on the use of iPads and/or desktop computers for work orders?





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