



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Australian Municipal, Administrative, Clerical and Services
Union**

v

**Sydney Trains, NSW Trains
(B2024/1136)**

26 September 2024

1. Ballot Result

Total Eligible Voters: 455
Total Participated: 303

303 out of 455 have answered all questions 66.6%

Final Ballot Audit: Friday, 27 September 2024 at 12.05 pm AWST

Diagram 1: Final Vote Participation

Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1136)
Voters: 455
Total Participated: 303 (66.6%)

2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1136) has been managed and declared independent of all other parties.

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1136) result has been audited and the declared result is assured.

Yours Sincerely,



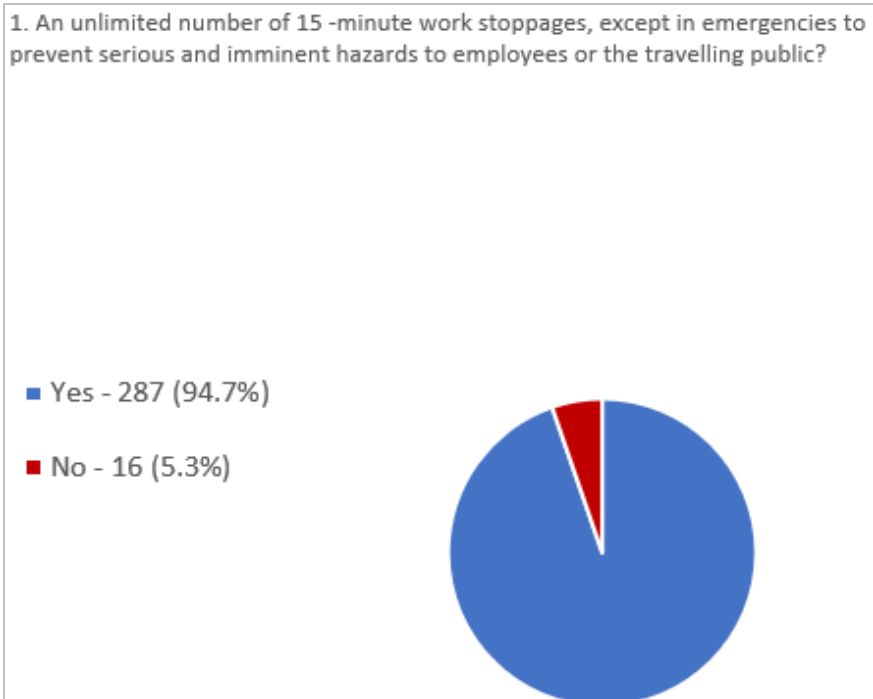
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

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

In circumstances that constitute an emergency situation posing a risk to life or serious injury or serious illness the industrial action will be suspended until the situation is resolved.

Question 1



Question 2

2. An unlimited number of 30-minute work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

■ Yes - 281 (92.7%)

■ No - 22 (7.3%)



Question 3

3. An unlimited number of 1 hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

■ Yes - 281 (92.7%)

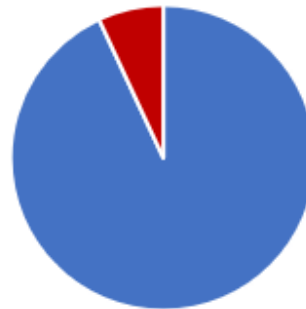
■ No - 22 (7.3%)



Question 4

4. An unlimited number of 2-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

- Yes - 282 (93.1%)
- No - 21 (6.9%)



Question 5

5. An unlimited number of 4-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

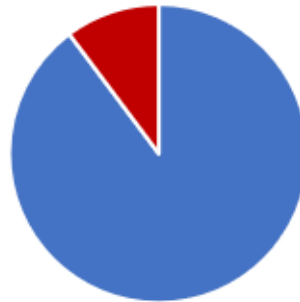
- Yes - 272 (89.8%)
- No - 31 (10.2%)



Question 6

6. An unlimited number of 24-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

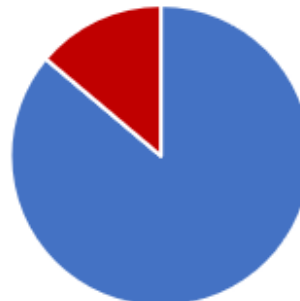
- Yes - 272 (89.8%)
- No - 31 (10.2%)



Question 7

7. An unlimited number of 72-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

- Yes - 261 (86.1%)
- No - 42 (13.9%)

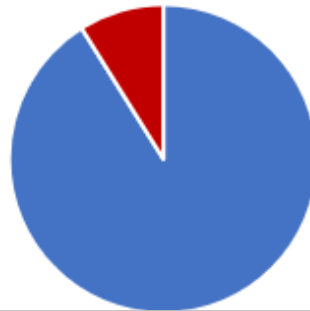


Question 8

8. An indefinite ban or periodic ban on the performance of higher duties, , except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

■ Yes - 276 (91.1%)

■ No - 27 (8.9%)

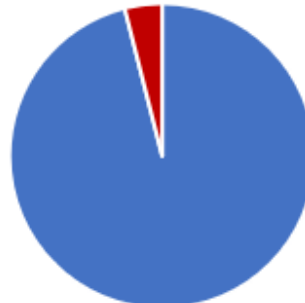


Question 9

9. Indefinite performance of 'work to rule' (working only in full compliance with policies and procedures).

■ Yes - 291 (96.0%)

■ No - 12 (4.0%)



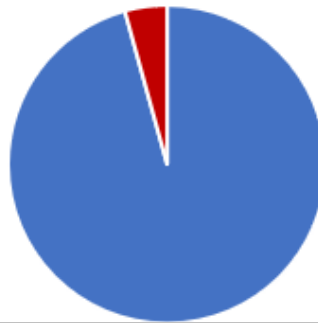
Question 10

10. Interrupt work periodically, indefinitely, or for specified periods, and perform work in a manner different from that in which it is customarily performed by doing one or more of the following things:

- a. deactivating opal readers and gates
- b. ensuring that opal readers and gates remain deactivated
- c. opening ticket gates at train stations
- d. ensuring that ticket gates at train stations remain open.

■ Yes - 290 (95.7%)

■ No - 13 (4.3%)



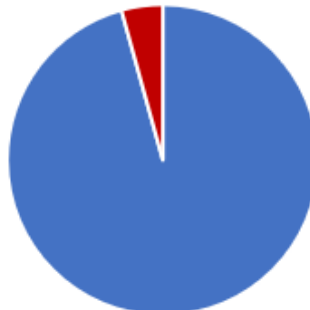
Question 11

11. Interrupt work periodically, over an indefinite period or for specified periods, in order to:

- a. wear or display on your person union and/or industrial campaign material
- a. distribute union and/or industrial campaign material
- b. attach union and industrial campaign material to outgoing mail and emails
- c. add or attach union and industrial campaign material to Sydney Trains and/or NSW Trains materials, communications and displays
- d. attach union and industrial campaign material to work vehicles, or assets including facilities, infrastructure, buildings, and trains
- e. provide information about the unions' bargaining campaign to members of the public, including the media.

■ Yes - 290 (95.7%)

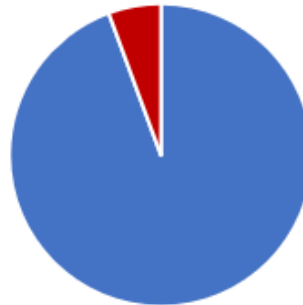
■ No - 13 (4.3%)



Question 12

12. An unlimited number of indefinite or periodic bans on the performance of work outside ordinary working hours, including working on RDO's, logging into computers or turning on mobile phones or tablets outside ordinary hours of work, except in emergencies to prevent imminent hazards to employees or the travelling public?

- Yes - 286 (94.4%)
- No - 17 (5.6%%)



Question 13

13. Distribute, display and speak with media, the public and other stakeholders with information approved by the Combined Rail Unions about the nature and purpose of the protected industrial action, including installing or inserting posters and other information or material on Sydney Trains and NSW Trains vehicles, property, uniforms and/or correspondence, including email signatures, voicemails, videoconference meeting backgrounds

- Yes - 282 (93.1%)
- No - 21 (6.9%)



Question 14

14. Covering Sydney Trains and NSW Trains logos on clothing, and assets, including vehicles for indefinite periods of time

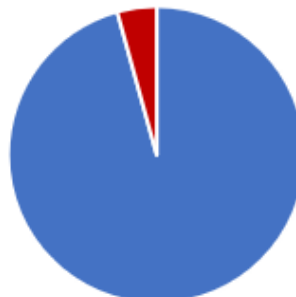
- Yes - 277 (91.4%)
- No - 26 (8.6%)



Question 15

15. An unlimited number of indefinite or periodic bans on performing work at a Sydney Trains, NSW Trains or Transport for NSW location where work can be performed from home.

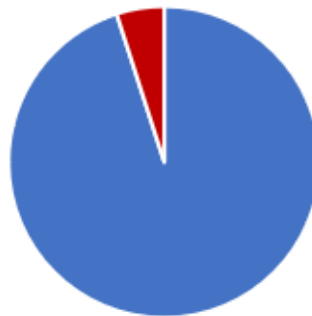
- Yes - 290 (95.7%)
- No - 13 (4.3%)



Question 16

16. An unlimited number of indefinite or periodic bans on any participation in roster reviews or working or implementing any new rosters, except in emergencies to prevent imminent hazards to employees or the travelling public?

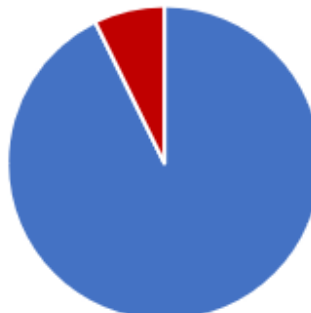
- Yes - 288 (95.0%)
- No - 15 (5.0%)



Question 17

17. An unlimited number of indefinite or periodic bans on moving shifts to cover planned or unplanned leave, except in emergencies to prevent imminent hazards to employees or the travelling public?

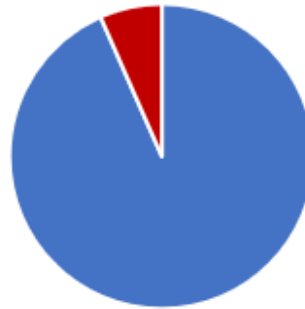
- Yes - 281 (92.7%)
- No - 22 (7.3%)



Question 18

18. An unlimited number of indefinite or periodic bans on data entry, except in emergencies to prevent imminent hazards to employees or the travelling public?

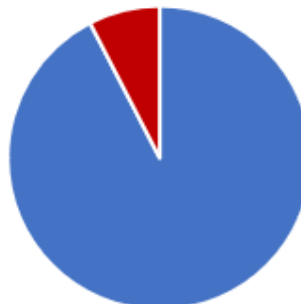
- Yes - 283 (93.4%)
- No - 20 (6.6%)



Question 19

19. An unlimited number of indefinite or periodic bans on participation in virtual, online meetings and teleconferences with Sydney Trains and/or NSW Trains or Transport for NSW Management.

- Yes - 280 (92.4%)
- No - 23 (7.6%)



Question 20

20. An unlimited number of indefinite or periodic bans on receiving or signing off work orders by email, except in emergencies to prevent imminent hazards to employees or the travelling public?

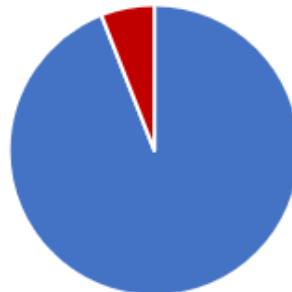
- Yes - 281 (92.7%)
- No - 22 (7.3%)



Question 21

21. An unlimited number of indefinite or periodic bans on using personal resources, including phones and vehicles for Sydney Trains and NSW Trains purposes.

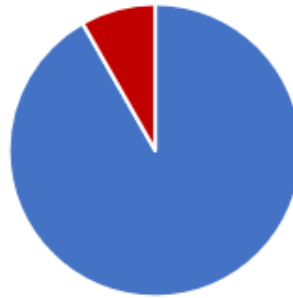
- Yes - 285 (94.1%)
- No - 18 (5.9%)



Question 22

22. An unlimited number of indefinite or periodic bans on providing access or assistance to contractors on capital works projects or other construction work, except in emergencies to prevent imminent hazards to employees or the travelling public?

- Yes - 278 (91.7%)
- No - 25 (8.3%)



Question 23

23. An unlimited number of indefinite or periodic bans on work not classified as high-priority work, except in emergencies to prevent imminent hazards to employees or the travelling public?

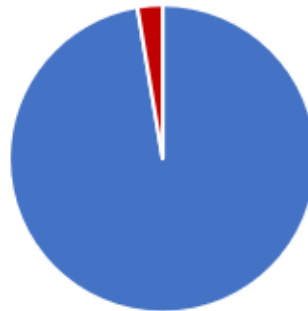
- Yes - 285 (94.1%)
- No - 18 (5.9%)



Question 24

24. An unlimited number of indefinite or periodic bans on working outside position descriptions or undertaking additional tasks.

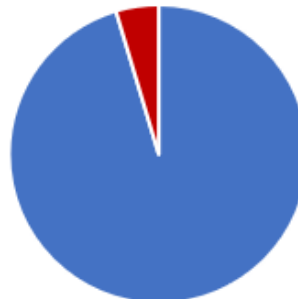
- Yes - 295 (97.4%)
- No - 8 (2.6%)



Question 25

25. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all members of the Combined Rail Unions group, which includes AMWU, ASU, AWU, ETU, CFMEU, PA, RTBU, except in emergencies to prevent imminent hazards to employees or the travelling public?

- Yes - 289 (95.4%)
- No - 14 (4.6%)





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