



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
(B2024/1623)**

16 December 2024

1. Ballot Result

Total Eligible Voters: 458
Total Participated: 323

323 out of 458 have answered all questions 70.5%

Final Ballot Audit: Monday, 16 December 2024 at 1.05pm AWST

Diagram 1: Final Vote Participation

**Australian Municipal, Administrative, Clerical and Services Union
Protected Action Ballot (B2024/1623) - Sydney Trains**
Voters: 458
Total Participated: 323 (70.5%)

2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1623) - Sydney Trains has been managed and declared independent of all other parties.

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1623) - Sydney Trains result has been audited and the declared result is assured.

Yours Sincerely,

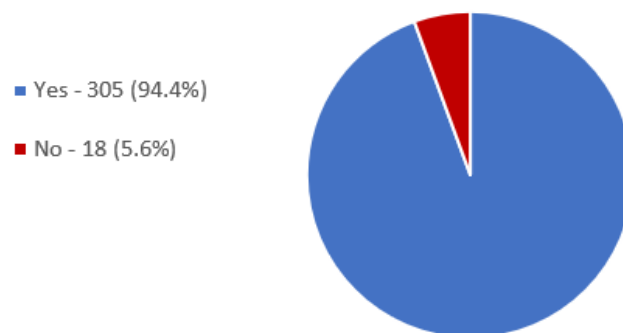


Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

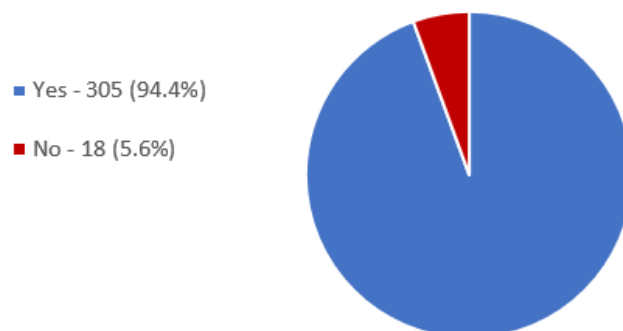
3. Questions and Results

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

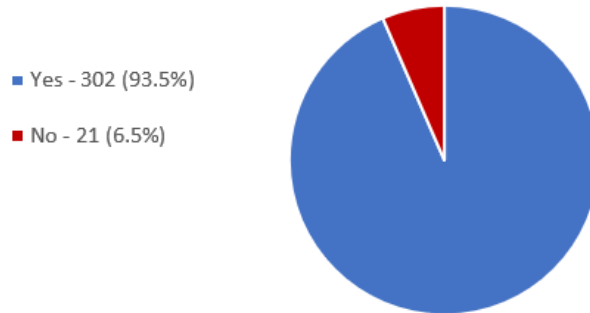
1. An unlimited number of 15 -minute work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



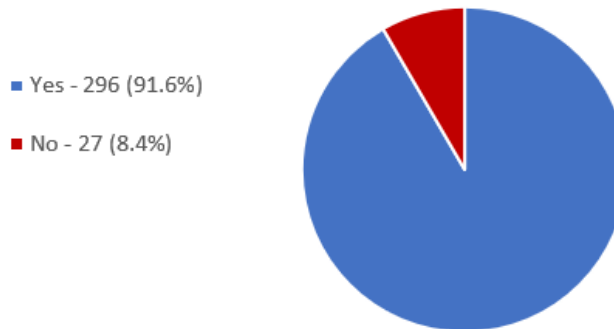
2. An unlimited number of 30-minute work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



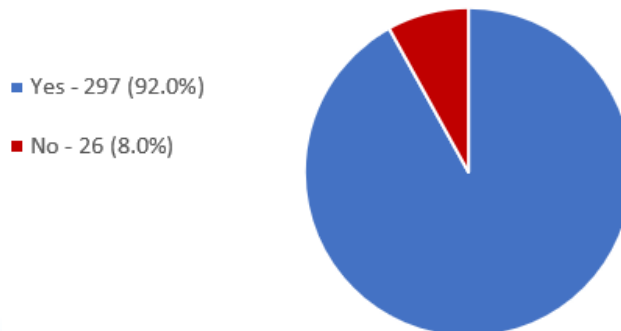
3. An unlimited number of 1 hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



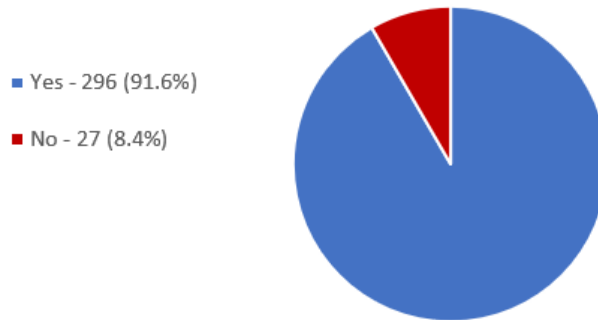
4. An unlimited number of 2-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



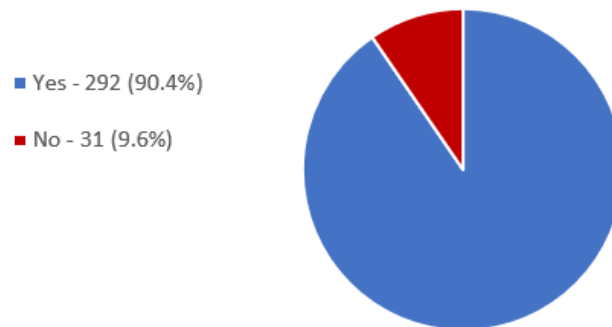
5. An unlimited number of 4-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



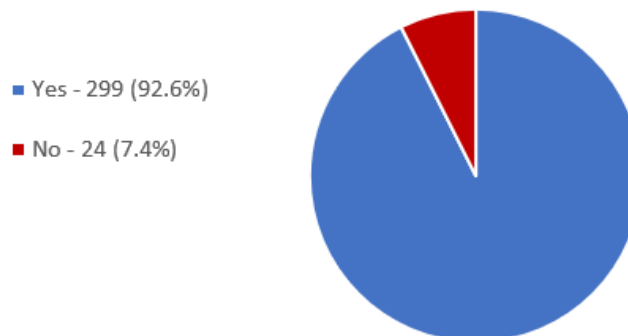
6. An unlimited number of 24-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



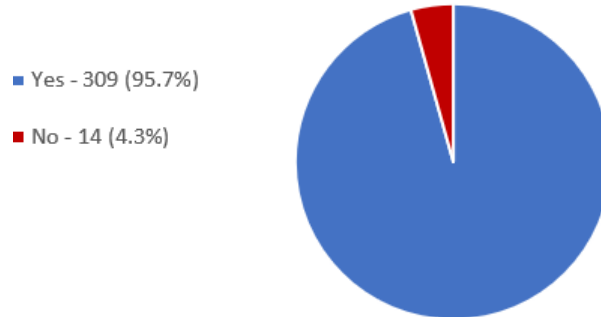
7. An unlimited number of 72- hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



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?

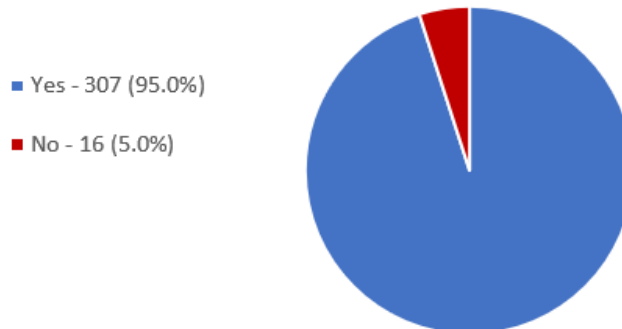


9. Indefinite performance of 'work to rule' (working only in full compliance with policies and procedures)?



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?

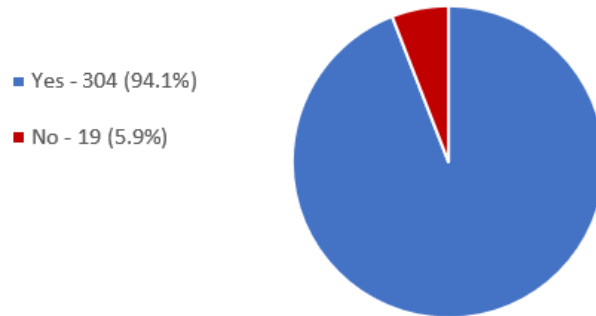
- a. deactivating opal readers and gates
- b. ensuring that opal readers and gates remain deactivated
- c. opening ticket gates at train stations
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- e. Opening station gates and doors



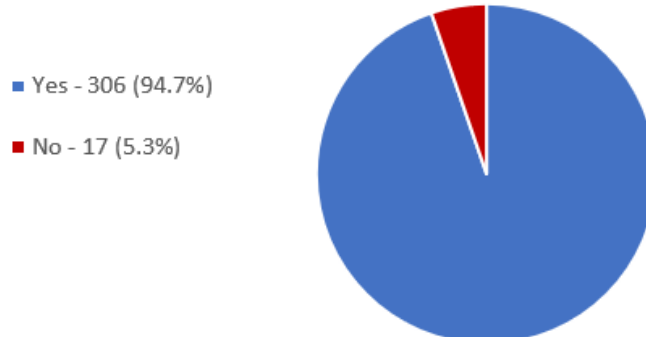
11. Interrupt work periodically, over an indefinite period or for specified periods, in order to:

- a. wear or display on your person union and/or industrial campaign material
- b. distribute union and/or industrial campaign material
- c. attach union and industrial campaign material to outgoing mail and emails

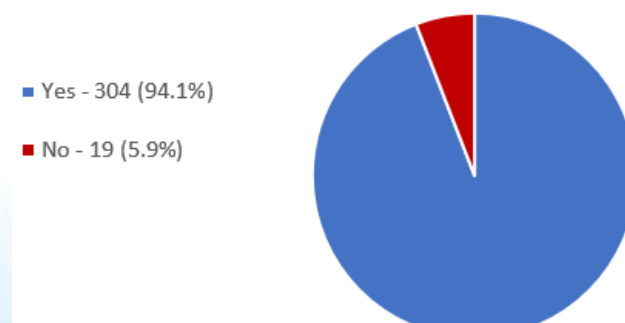
- d. add or attach union and industrial campaign material to Sydney Trains and/or NSW Trains materials, communications and displays
- e. attach union and industrial campaign material to work vehicles, or assets including facilities, infrastructure, buildings, and trains
- f. provide information about the unions' bargaining campaign to members of the public, including the media?



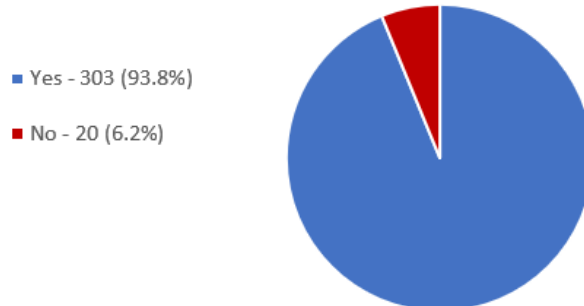
12. An unlimited number of indefinite or periodic bans on the performance of work outside ordinary working hours, including working on RDO's, logging into computers or turning on mobile phones or tablets outside ordinary hours of work, except in emergencies to prevent imminent hazards to employees or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



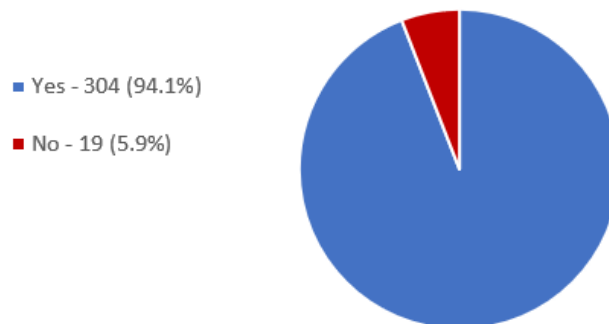
13. Distribute, display and speak with media, the public and other stakeholders with information approved by the Combined Rail Unions about the nature and purpose of the protected industrial action, including installing or inserting posters and other information or material on Sydney Trains and NSW Trains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



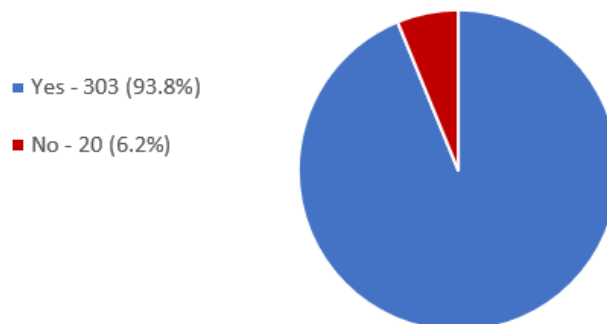
14. Covering Sydney Trains and NSW Trains logos on clothing, and assets, including vehicles for indefinite periods of time?



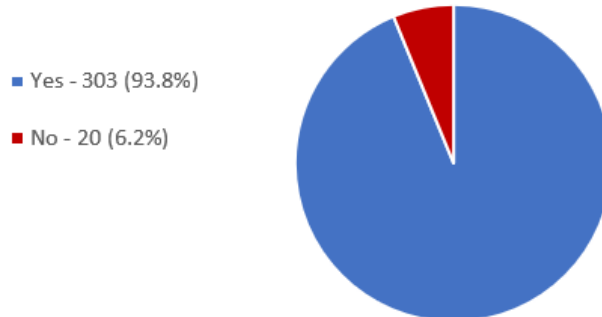
15. An unlimited number of indefinite or periodic bans on performing work at a Sydney Trains, NSW Trains or Transport for NSW location where work can be performed from home?



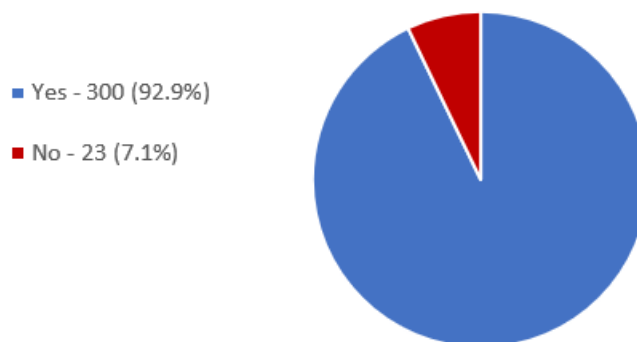
16. An unlimited number of indefinite or periodic bans on any participation in roster reviews or working, changing, publishing or implementing any new rosters, except in emergencies to prevent imminent hazards to employees or the travelling public?



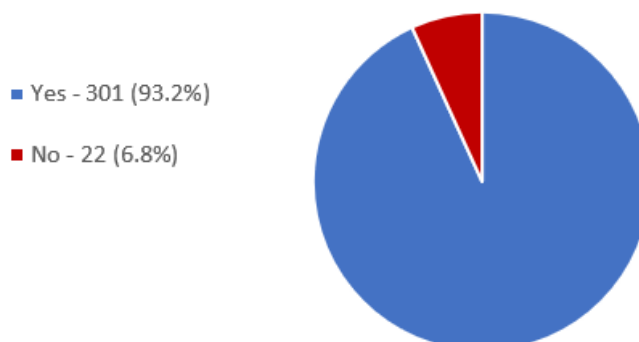
17. An unlimited number of indefinite or periodic bans on moving shifts to cover planned or unplanned leave, except in emergencies to prevent imminent hazards to employees or the travelling public?



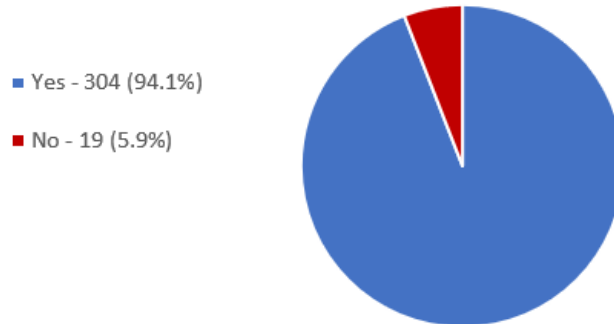
18. An unlimited number of indefinite or periodic bans on data entry, or processing administrative 'paperwork' except in emergencies to prevent imminent hazards to employees or the travelling public?



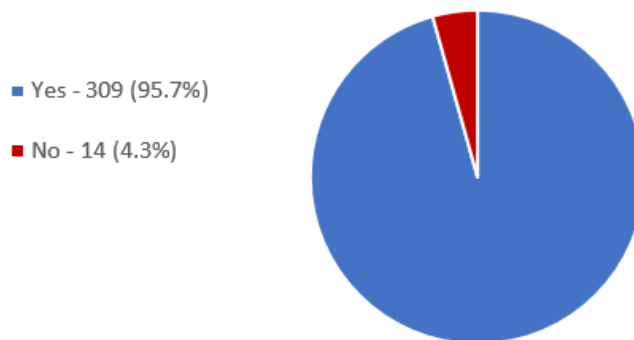
19. An unlimited number of indefinite or periodic bans on participation in virtual, online meetings and teleconferences with Sydney Trains and/or NSW Trains or Transport for NSW Management?



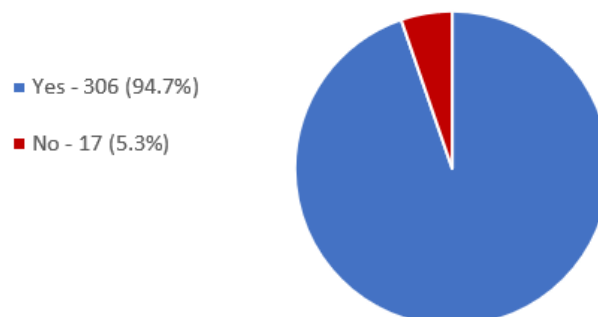
20. An unlimited number of indefinite or periodic bans on receiving or signing off work orders by email, except in emergencies to prevent imminent hazards to employees or the travelling public?



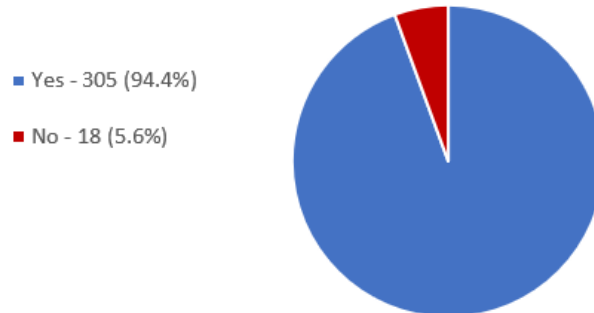
21. An unlimited number of indefinite or periodic bans on using personal resources, including phones and vehicles for Sydney Trains and NSW Trains purposes?



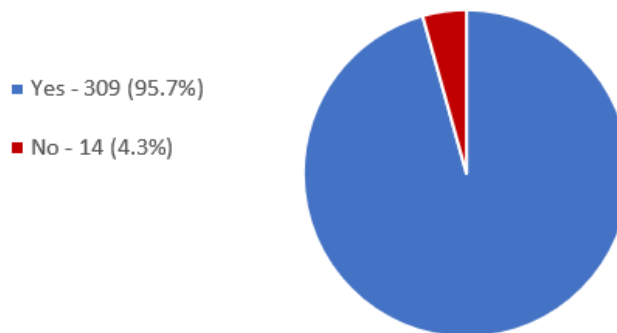
22. An unlimited number of indefinite or periodic bans on providing access or assistance to contractors except in emergencies to prevent imminent hazards to employees or the travelling public?



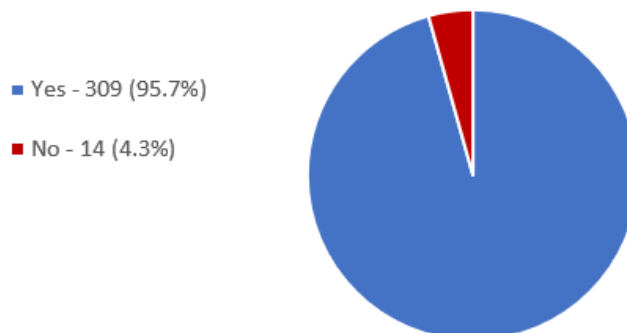
23. An unlimited number of indefinite or periodic bans on work not classified as high-priority work, except in emergencies to prevent imminent hazards to employees or the travelling public?



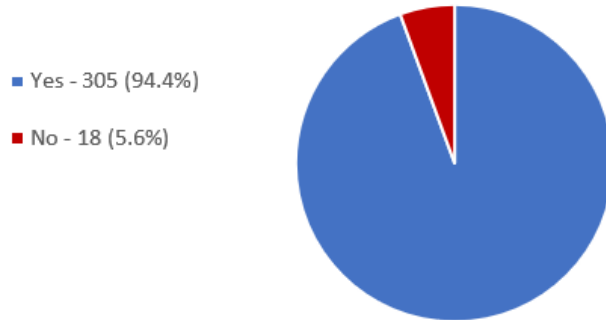
24. An unlimited number of indefinite or periodic bans on working outside position descriptions or undertaking additional tasks?



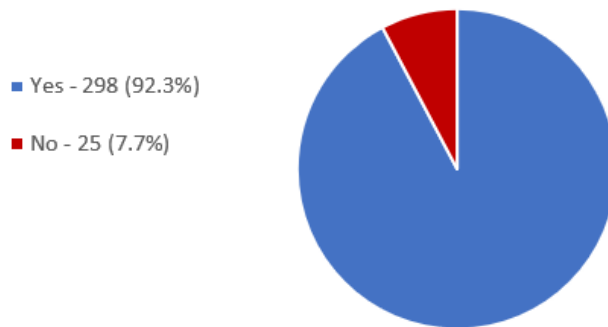
25. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all members of the Combined Rail Unions group, which includes AMWU, ASU, AWU, ETU, CFMEU, PA, RTBU, except in emergencies to prevent imminent hazards to employees or the travelling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



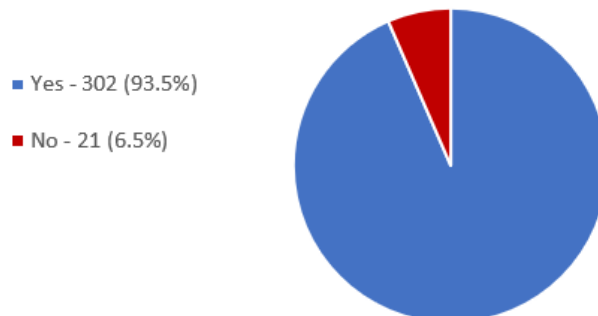
26. An unlimited ban for an indefinite period on dealing with telegrams and/or STN Live with less than 72 hours' notice except in emergencies to prevent imminent hazards to employees or the travelling public?



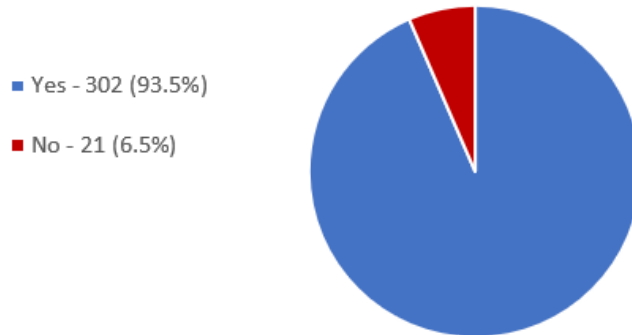
27. An unlimited ban for an indefinite period on calling and/or dealing with lost property?



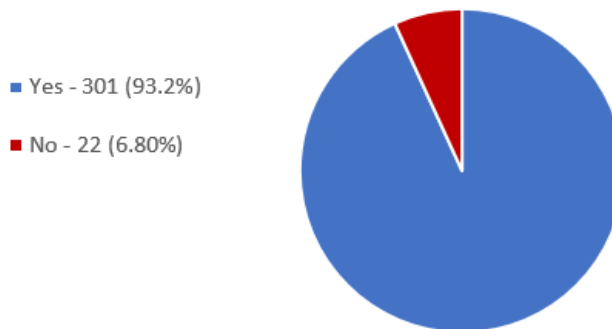
28. An unlimited ban for an indefinite period on dealing with defect requirements and transposition lists except in emergencies to prevent imminent hazards to employees or the travelling public?



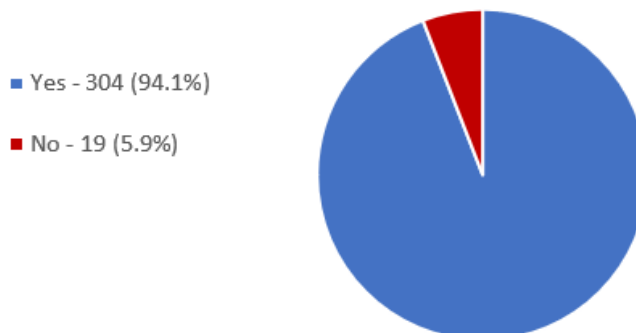
29. An unlimited ban for an indefinite period on taking week end local possession authorities (LPA's) per Sydney Timetable Network (STN) except in emergencies to prevent imminent hazards to employees or the travelling public?



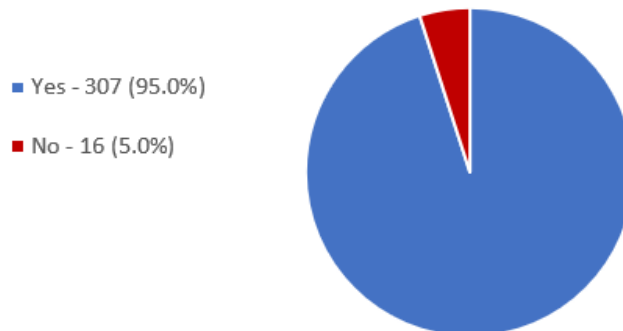
30. An unlimited ban for an indefinite period on planning for weekend and mid-week track possessions except in emergencies to prevent imminent hazards to employees or the travelling public?



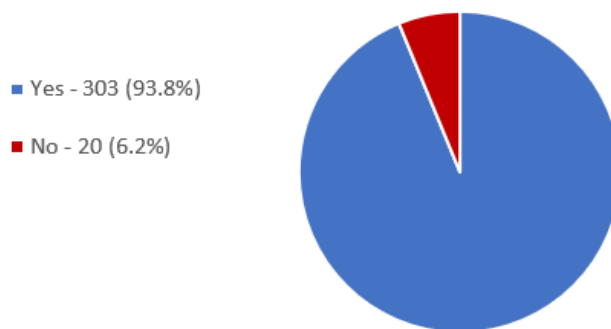
31. Periodic bans on taking out track authorities or methods unless attending a safety critical incident?



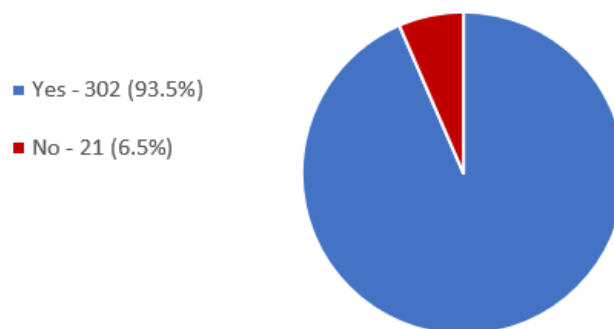
32. Unlimited bans for an indefinite period on attending to ticket faults or restocking tickets on TOTM machines?



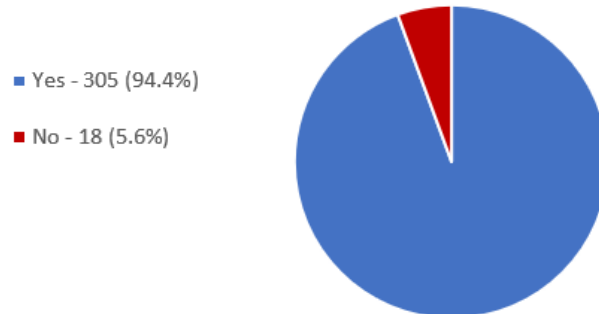
33. Unlimited bans for an indefinite period on station maintenance requests?



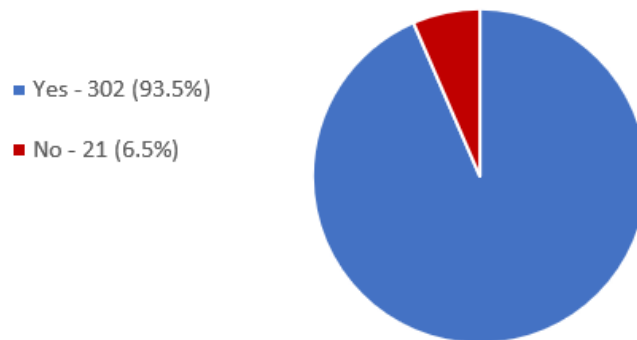
34. Unlimited bans for an indefinite period on rostering vacant positions locally?



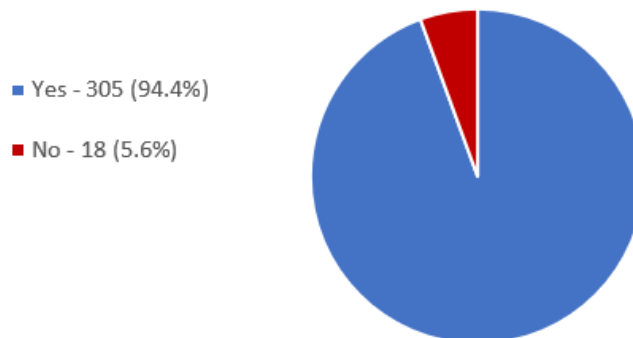
35. Unlimited bans for an indefinite period on dealing with customer complaints except in emergencies to prevent imminent hazards to employees or the travelling public?



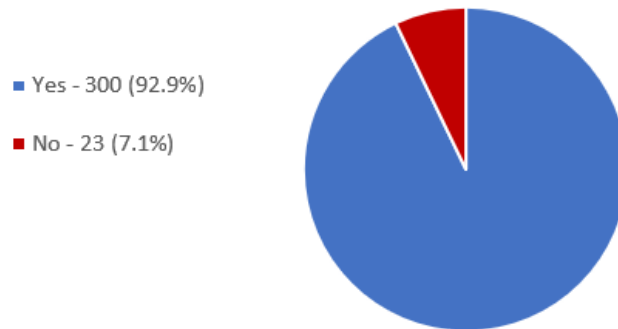
36. Unlimited bans for an indefinite period on responding to emails and other electronic communications except in emergencies to prevent imminent hazards to employees or the travelling public?



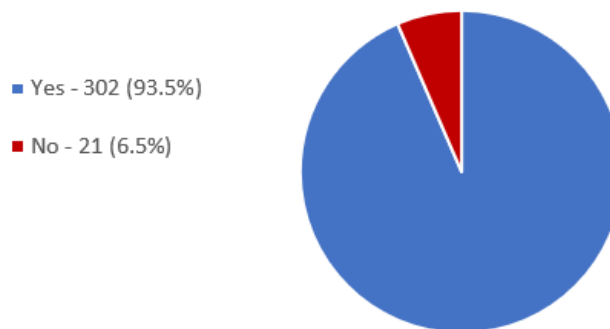
37. Unlimited bans for an indefinite period on performing attendance management reviews with staff?



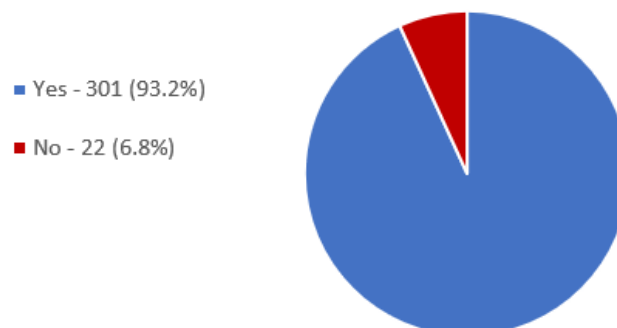
38. Unlimited bans for an indefinite period on using laptops while not working remotely?



39. Unlimited bans for an indefinite period on all single sign-on services at all non-remote work locations?



40. Unlimited bans for an indefinite period on the use of Microsoft teams at non-remote work locations?





(08) 6314 0580

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<https://civs.vote>





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

**NSW Trains
(B2024/1623)**

16 December 2024

1. Ballot Result

Total Eligible Voters: 26
Total Participated: 13

13 out of 20 have answered all questions 50.0%

Final Ballot Audit: Monday, 16 December 2024 at 1.05pm AWST

Diagram 1: Final Vote Participation

**Australian Municipal, Administrative, Clerical and Services Union
Protected Action Ballot (B2024/1623) - NSW Trains**
Voters: 26
Total Participated: 13 (50.0%)

2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/1623) - NSW Trains has been managed and declared independent of all other parties.

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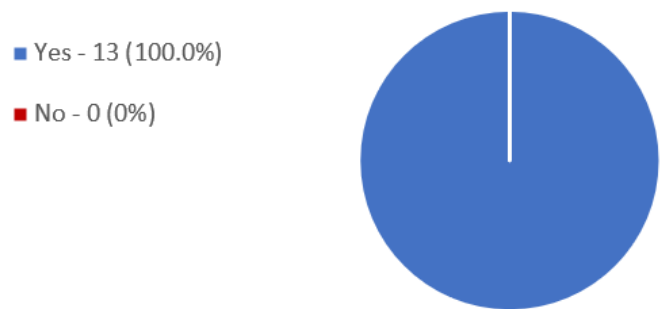


Mike Michael
Managing Director
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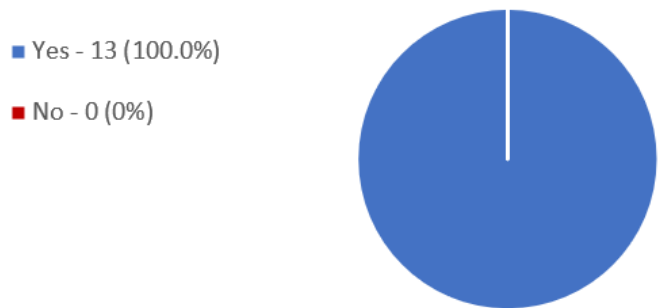
3. Questions and Results

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 15 -minute work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?



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



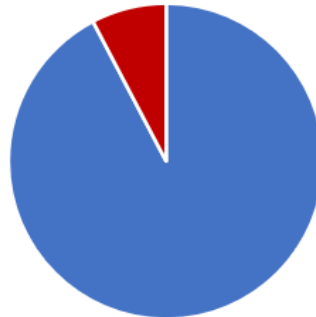
3. An unlimited number of 1 hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

■ Yes - 13 (100.0%)
■ No - 0 (0%)



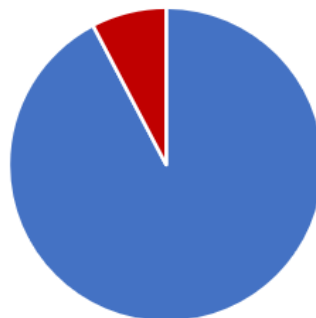
4. An unlimited number of 2-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

■ Yes - 12 (92.3%)
■ No - 1 (7.7%)

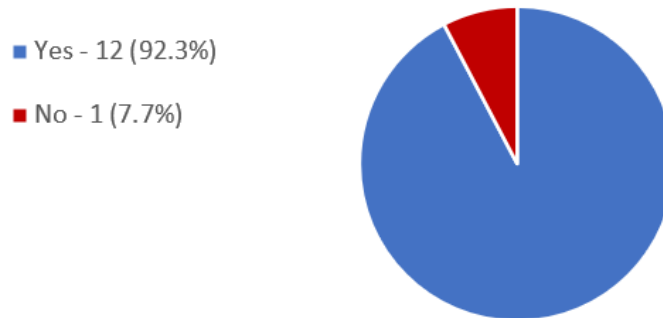


5. An unlimited number of 4-hour work stoppages, except in emergencies to prevent serious and imminent hazards to employees or the travelling public?

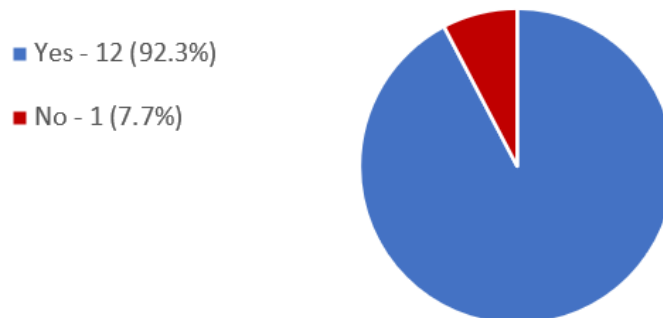
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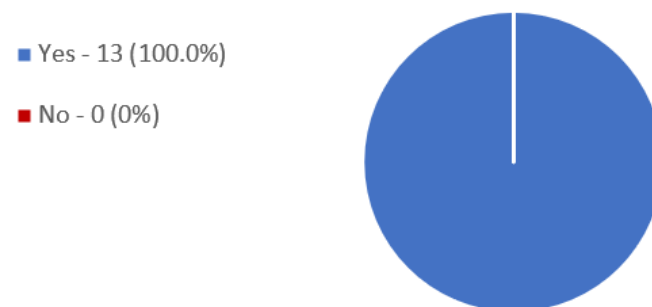
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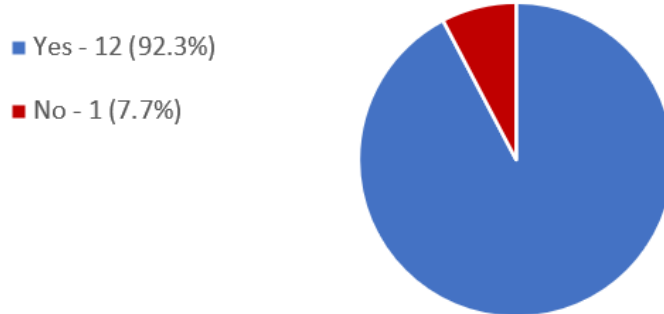
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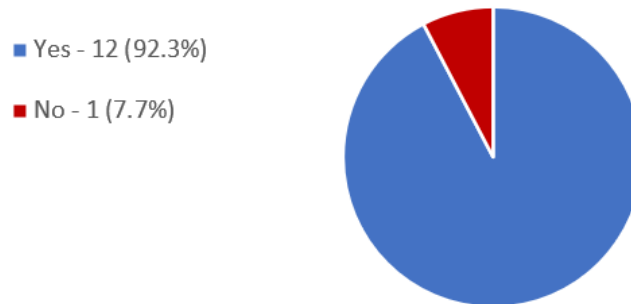


9. Indefinite performance of 'work to rule' (working only in full compliance with policies and procedures)?



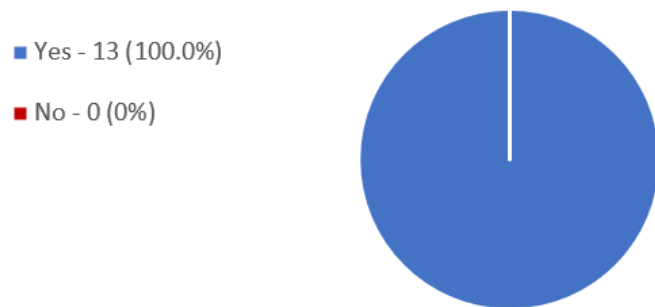
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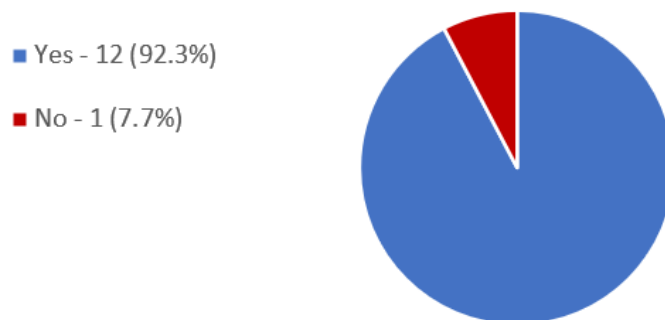


11. Interrupt work periodically, over an indefinite period or for specified periods, in order to:

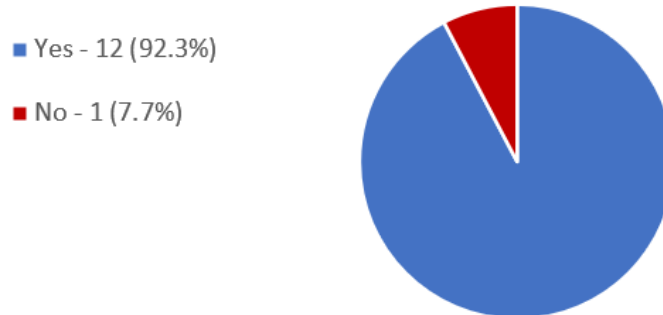
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- f. provide information about the unions' bargaining campaign to members of the public, including the media?



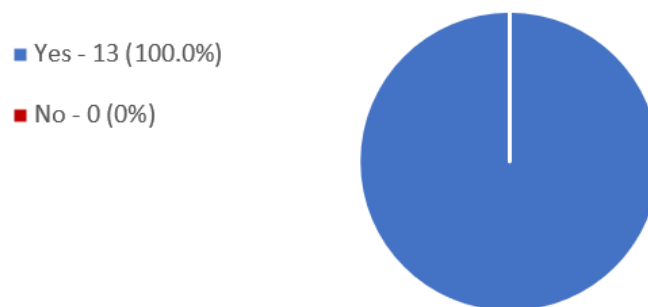
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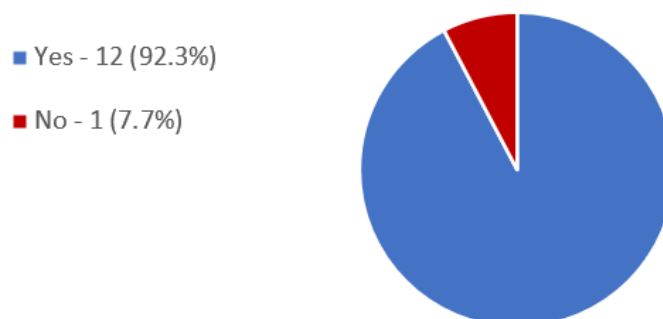
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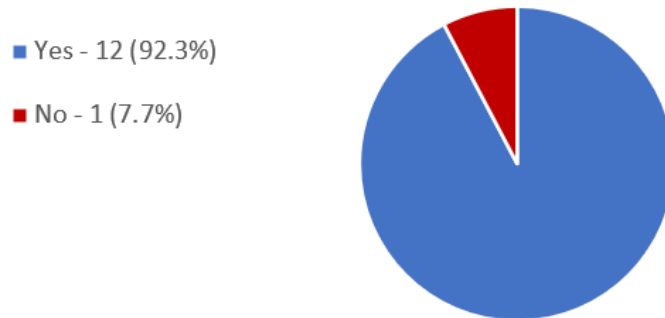
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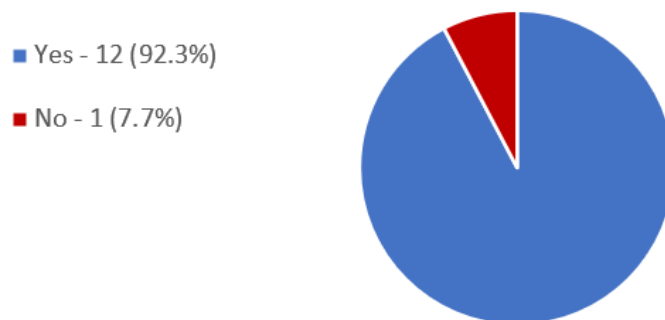
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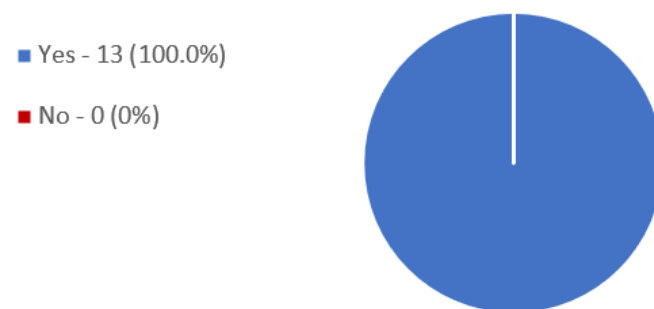
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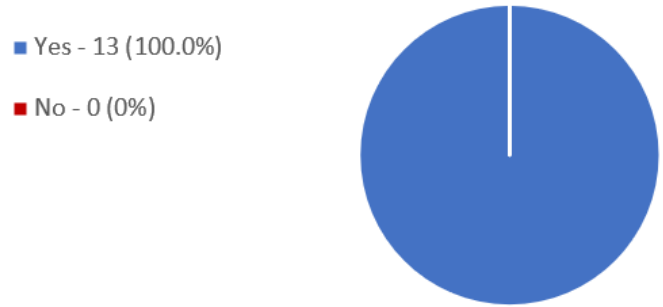
17. An unlimited number of indefinite or periodic bans on moving shifts to cover planned or unplanned leave, except in emergencies to prevent imminent hazards to employees or the travelling public?



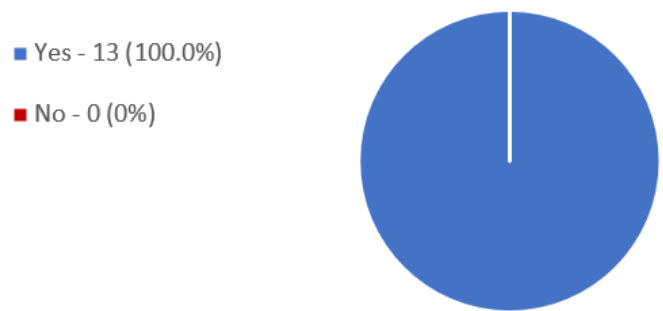
18. An unlimited number of indefinite or periodic bans on data entry, or processing administrative 'paperwork' except in emergencies to prevent imminent hazards to employees or the travelling public?



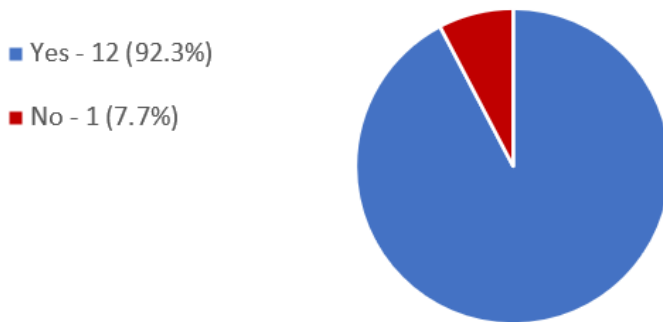
19. An unlimited number of indefinite or periodic bans on participation in virtual, online meetings and teleconferences with Sydney Trains and/or NSW Trains or Transport for NSW Management?



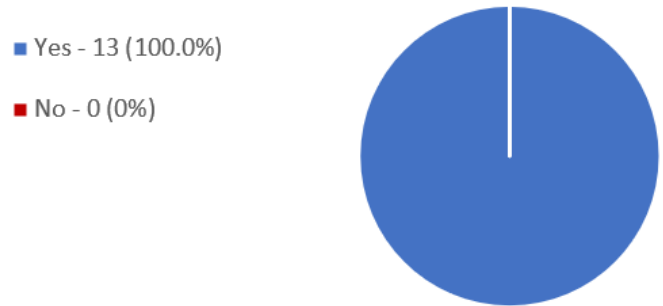
20. An unlimited number of indefinite or periodic bans on receiving or signing off work orders by email, except in emergencies to prevent imminent hazards to employees or the travelling public?



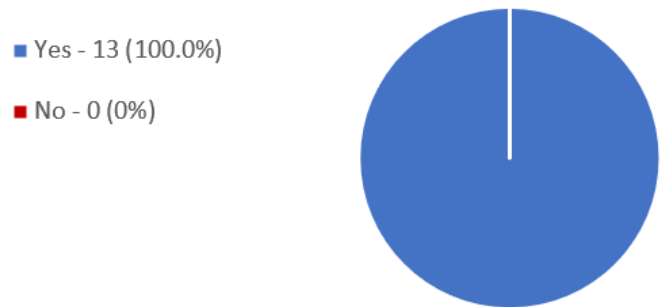
21. An unlimited number of indefinite or periodic bans on using personal resources, including phones and vehicles for Sydney Trains and NSW Trains purposes?



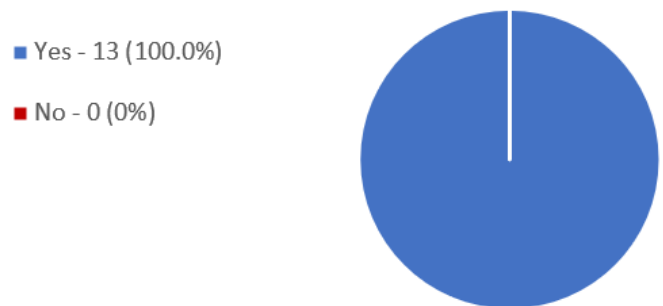
22. An unlimited number of indefinite or periodic bans on providing access or assistance to contractors except in emergencies to prevent imminent hazards to employees or the travelling public?



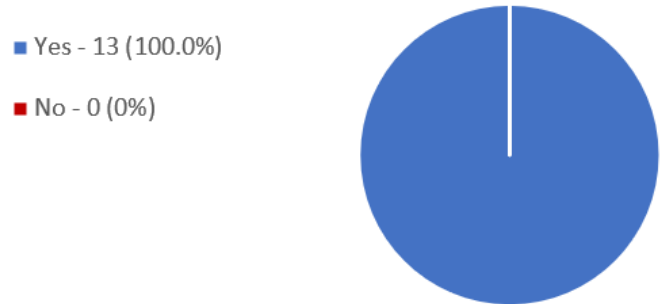
23. An unlimited number of indefinite or periodic bans on work not classified as high-priority work, except in emergencies to prevent imminent hazards to employees or the travelling public?



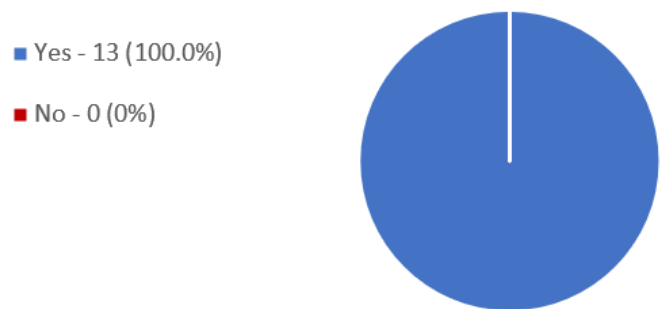
24. An unlimited number of indefinite or periodic bans on working outside position descriptions or undertaking additional tasks?



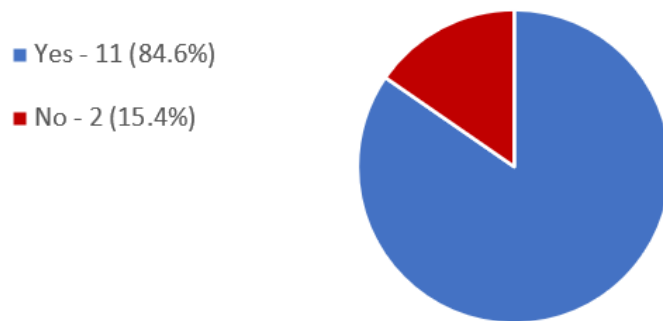
25. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all members of the Combined Rail Unions group, which includes AMWU, ASU, AWU, ETU, CFMEU, PA, RTBU, except in emergencies to prevent imminent hazards to employees or the travelling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



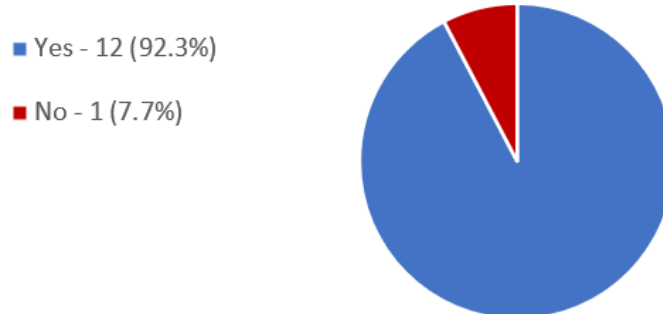
26. An unlimited ban for an indefinite period on dealing with telegrams and/or STN Live with less than 72 hours' notice except in emergencies to prevent imminent hazards to employees or the travelling public?



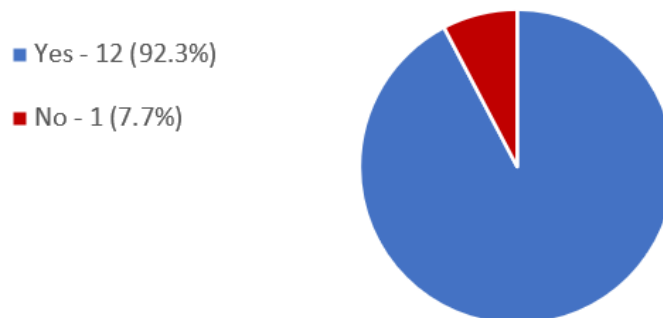
27. An unlimited ban for an indefinite period on calling and/or dealing with lost property?



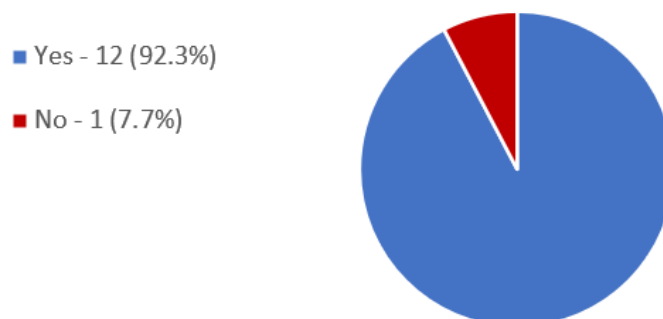
28. An unlimited ban for an indefinite period on dealing with defect requirements and transposition lists except in emergencies to prevent imminent hazards to employees or the travelling public?



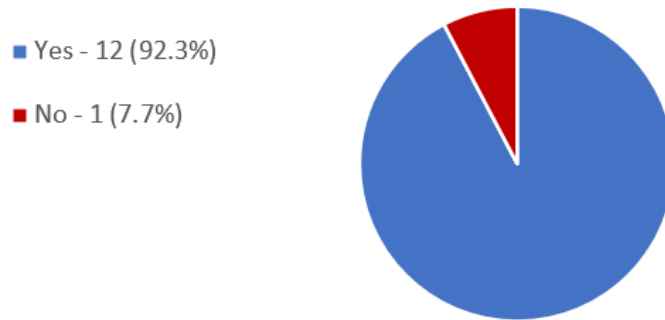
29. An unlimited ban for an indefinite period on taking week end local possession authorities (LPA's) per Sydney Timetable Network (STN) except in emergencies to prevent imminent hazards to employees or the travelling public?



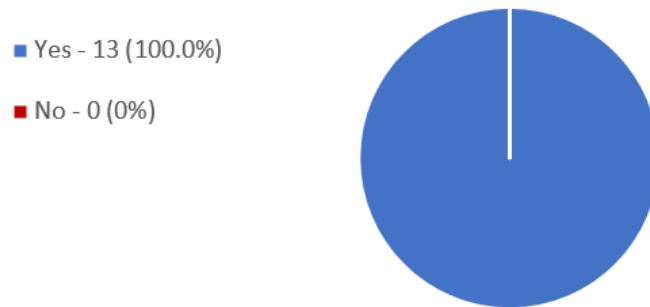
30. An unlimited ban for an indefinite period on planning for weekend and mid-week track possessions except in emergencies to prevent imminent hazards to employees or the travelling public?



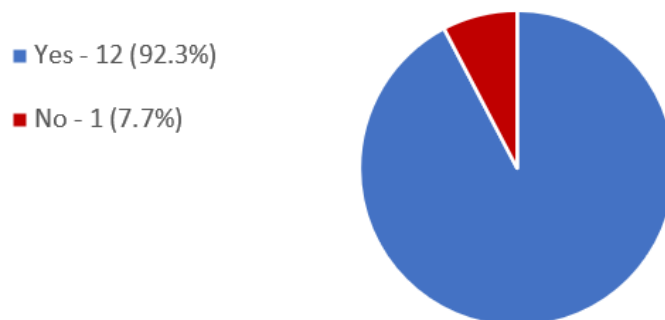
31. Periodic bans on taking out track authorities or methods unless attending a safety critical incident?



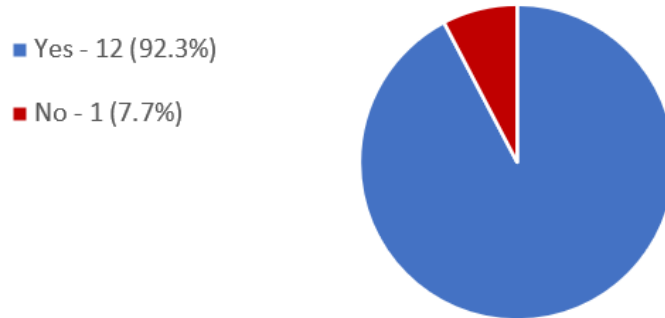
32. Unlimited bans for an indefinite period on attending to ticket faults or restocking tickets on TOTM machines?



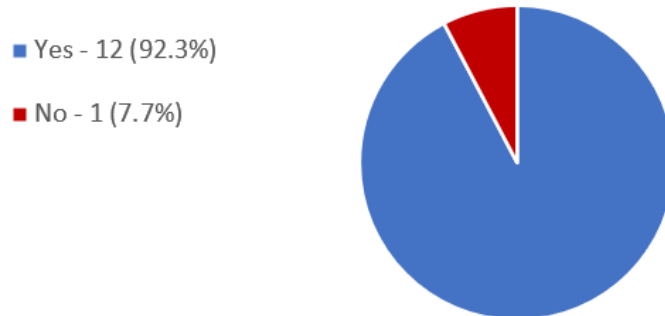
33. Unlimited bans for an indefinite period on station maintenance requests?



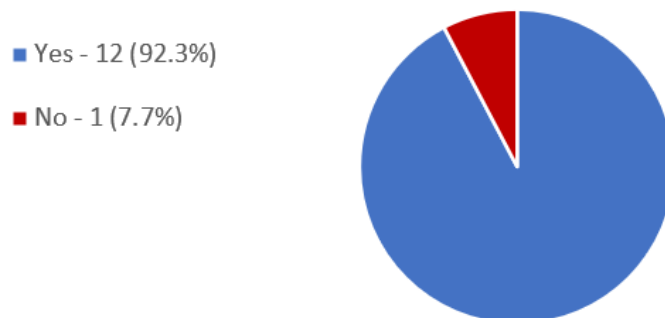
34. Unlimited bans for an indefinite period on rostering vacant positions locally?



35. Unlimited bans for an indefinite period on dealing with customer complaints except in emergencies to prevent imminent hazards to employees or the travelling public?



36. Unlimited bans for an indefinite period on responding to emails and other electronic communications except in emergencies to prevent imminent hazards to employees or the travelling public?



37. Unlimited bans for an indefinite period on performing attendance management reviews with staff?

■ Yes - 13 (100.0%)
■ No - 0 (0%)



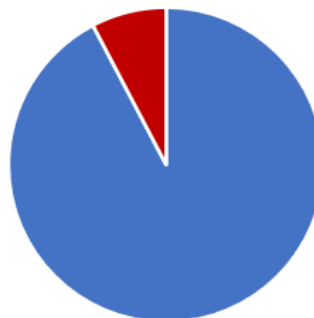
38. Unlimited bans for an indefinite period on using laptops while not working remotely?

■ Yes - 13 (100.0%)
■ No - 0 (0%)

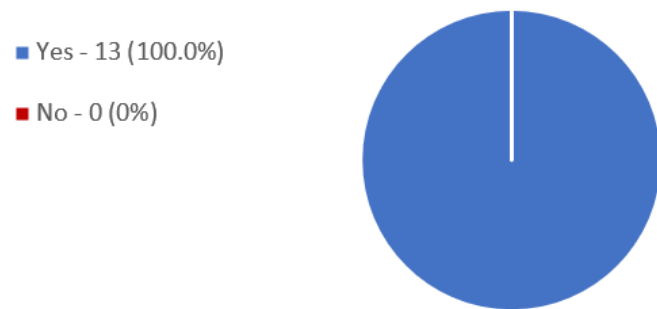


39. Unlimited bans for an indefinite period on all single sign-on services at all non-remote work locations?

■ Yes - 12 (92.3%)
■ No - 1 (7.7%)



40. Unlimited bans for an indefinite period on the use of Microsoft teams at non-remote work locations?





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