



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**G James Extrusion Co Pty Ltd**

**B2024/1052**

**9 September 2024**

# 1. Ballot Result

Total Eligible Voters: 119  
Total Participated: 80

80 out of 119 have answered all questions 67.2%

Final Ballot Audit: Monday, 9 September 2024 at 12.05 pm AWST

*Diagram 1: Final Vote Participation*

**Australian Workers' Union Protected Action Ballot (B2024/1052)**  
Voters: 119  
Total Participated: 80 (67.2%)

## 2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian 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

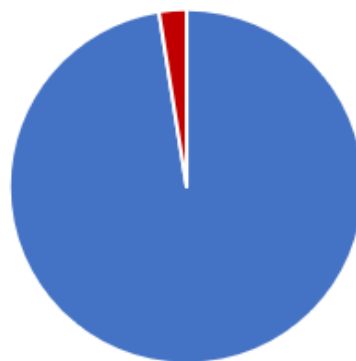
### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, 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) hour in duration?

- Yes - 78 (97.5%)
- No - 2 (2.5%)

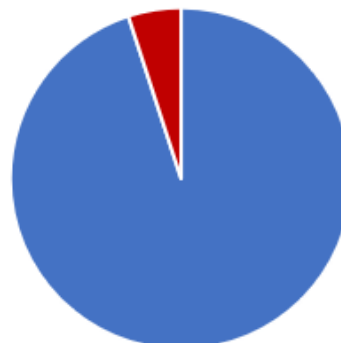


#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hour in duration?

- Yes - 76 (95.0%)
- No - 4 (5.0%)



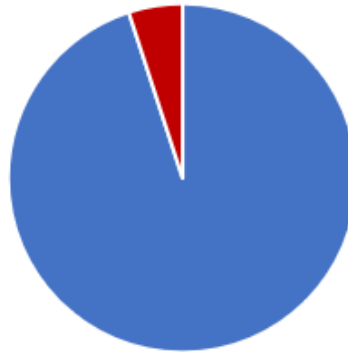
### Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?

■ Yes - 76 (95.0%)

■ No - 4 (5.0%)



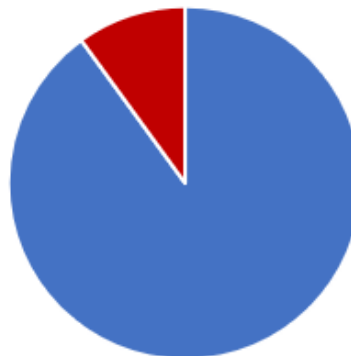
### Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for six (6) hour in duration?

■ Yes - 72 (90.0%)

■ No - 8 (10.0%)

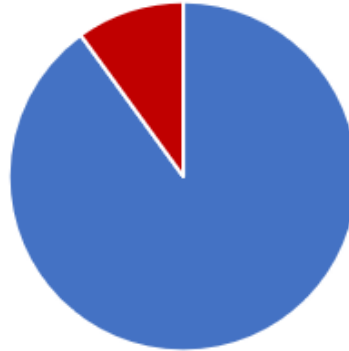


## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?

- Yes - 72 (90.0%)
- No - 8 (10.0%)

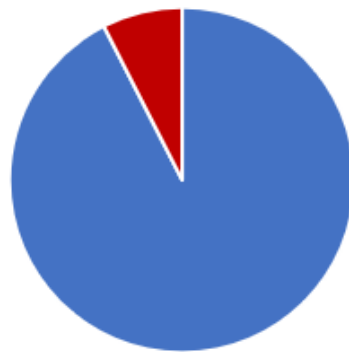


## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hour in duration?

- Yes - 74 (92.5%)
- No - 6 (7.5%)

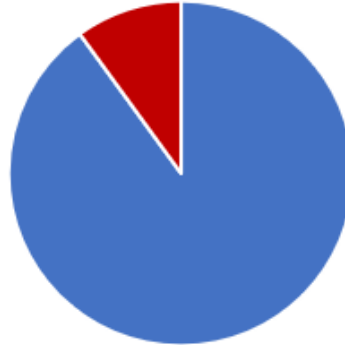


## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

7. An unlimited Number of indefinite or periodic bans on the performance of working post shift overtime only?

- Yes - 72 (90.0%)
- No - 8 (10.0%)

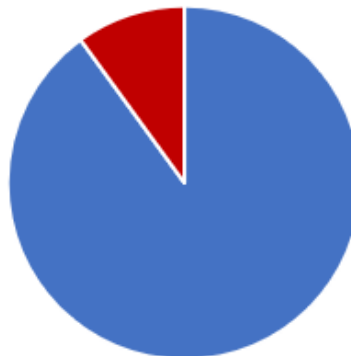


## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

8. An unlimited Number of indefinite or periodic bans on the performance of working Pre-shift overtime only?

- Yes - 72 (90.0%)
- No - 8 (10.0%)



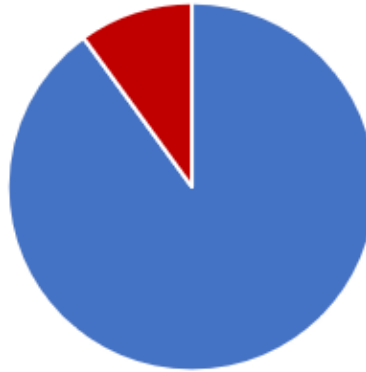
## Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

9. An unlimited Number of indefinite or periodic bans on the utilisation of Paperwork?

■ Yes - 72 (90.0%)

■ No - 8 (10.0%)



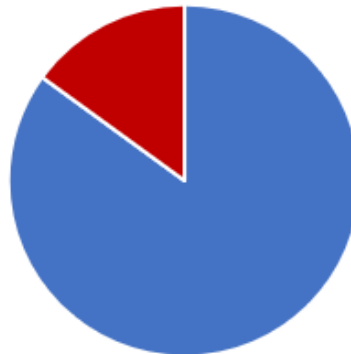
## Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, 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 - 68 (85.0%)

■ No - 12 (15.0%)

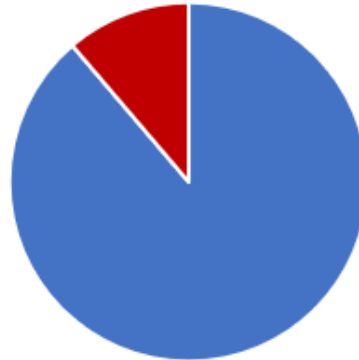


## Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

11. An unlimited Number of indefinite or periodic bans on being flexible when taking meal and rest breaks?

- Yes - 71 (88.8%)
- No - 9 (11.3%)

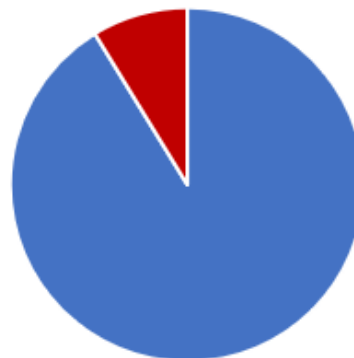


## Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

12. An unlimited Number of indefinite or periodic bans on the using Computers to document work?

- Yes - 73 (91.3%)
- No - 7 (8.8%)





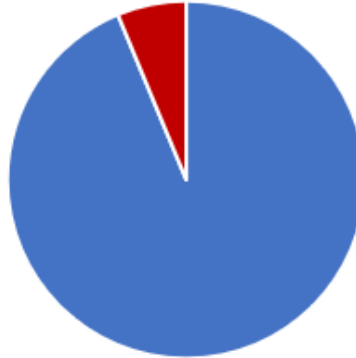
## Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans of driving vehicles (unless for emergency purposes only)?

■ Yes - 75 (93.8%)

■ No - 5 (6.3%)



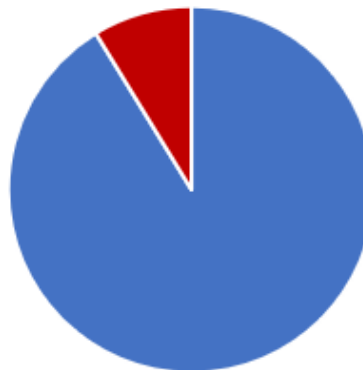
## Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans of operating Gantry cranes?

■ Yes - 73 (91.3%)

■ No - 7 (8.8%)



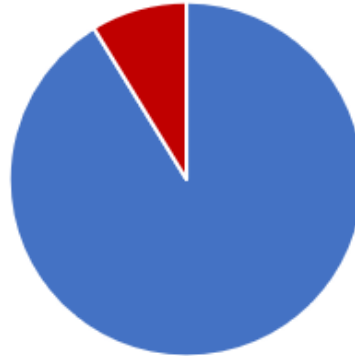
## Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans of the use of personal hand tools?

■ Yes - 73 (91.3%)

■ No - 7 (8.8%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

