



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union

v

Contract Resources Pty Ltd

(B2024/1385)

8 November 2024

1. Ballot Result

Total Eligible Voters: 91
Total Participated: 70

70 out of 91 have answered all questions 76.9%

Final Ballot Audit: Friday, 8 November 2024 at 12.05 pm AWST

Diagram 1: Final Vote Participation

Australian Workers' Union Protected Action Ballot (B2024/1385)
Voters: 91
Total Participated: 70 (76.9%)

2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/1385) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/1385) 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 - 70 (100%)

■ No - 0 (0%)



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) hours in duration?

■ Yes - 70 (100%)

■ No - 0 (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 - 70 (100%)

■ No - 0 (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) hours in duration?

■ Yes - 70 (100%)

■ No - 0 (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 - 70 (100%)

■ No - 0 (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) hours in duration?

■ Yes - 70 (100%)

■ No - 0 (0%)



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 - 70 (100%)

■ No - 0 (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 - 70 (100%)

■ No - 0 (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 - 70 (100%)

■ No - 0 (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 - 70 (100%)

■ No - 0 (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 - 70 (100%)
- No - 0 (0%)



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 walking further than gate 4 in the morning until transport is provided by CR?

- Yes - 70 (100%)
- No - 0 (0%)



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 - 70 (100%)

■ No - 0 (0%)



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 ban for an unlimited period of time from using any Contracting Resources Pty Ltd equipment that is required to be rigged or hoisted by a contractor's crane unless for emergency or personnel rescue purposes?

■ Yes - 70 (100%)

■ No - 0 (0%)



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 - 70 (100.0%)

■ No - 0 (0%)



Question 16

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:

16. An unlimited number of indefinite or periodic bans of using radios (unless for emergency purposes including the reporting of incidents affecting the safe operation of plant or threats to personnel)?

■ Yes - 70 (100.0%)

■ No - 0 (0%)



Question 17

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:

17. An unlimited number of indefinite or periodic bans of inspecting any new scaffolding or modifying any scaffold from an effective date except where existing scaffolding is unsafe for personnel to use or pass in proximity?

- Yes - 70 (100.0%)
- No - 0 (0%)



Question 18

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:

18. An unlimited number of indefinite or periodic bans of using equipment that has not been personally signed out from the stores?

- Yes - 70 (100.0%)
- No - 0 (0%)



Question 19

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:

19. An unlimited number of indefinite or periodic bans of holding a permit to work for wage workers and that salaried employees are to hold the work for wage permits?

■ Yes - 70 (100.0%)

■ No - 0 (0%)



Question 20

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:

20. An unlimited number of indefinite or periodic bans of being a leading hand unless paid for or appointed at the start of the day?

■ Yes - 70 (100.0%)

■ No - 0 (0%)



Question 21

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:

21. An unlimited number of indefinite or periodic bans of swiping through the gate before the start time of 6:30 am?

■ Yes - 70 (100.0%)

■ No - 0 (0%)



Question 22

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:

22. An unlimited number of indefinite or periodic bans of working at heights or undertaking high risk work activity?

■ Yes - 70 (100.0%)

■ No - 0 (0%)



Question 23

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:

23. An unlimited number of indefinite or periodic bans of attending prestart dressed in overalls and ready for work, rather employees will get dressed post prestart?

■ Yes - 70 (100.0%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

