



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Workers' Union

v

**Cleanaway Operations Pty Ltd
(B2025/905)**

24 June 2025

1. Ballot Result

Total Eligible Voters: 19
Total Participated: 18

18 out of 19 have answered all questions 94.7%

Final Ballot Audit: Tuesday, 24 June 2025 at 2.05pm AWST

Diagram 1: Final Vote Participation

Australian Workers Union Protected Action Ballot (B2025/905) Voters: 19 Total Participated: 18 (94.7%)

2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2025/905) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2025/905) 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 thirty minutes (30) minutes in duration?

■ Yes - 18 (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 one (1) hour in duration?

■ Yes - 18 (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 two (2) hours in duration?

■ Yes - 18 (100%)

■ No - 0 (0%)



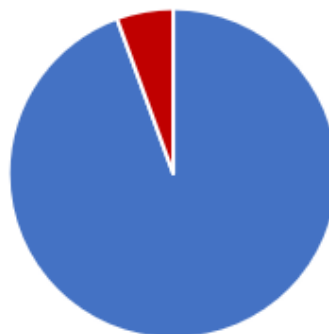
Question 4

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 bans for an indefinite period on the performance of Overtime, for any work performed outside the Employee's regular rostered hours of work (Additional Work)?

■ Yes - 17 (94.4%)

■ No - 1 (5.6%)



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 bans for an indefinite period on the performance of Collecting or Filtering of Hydrocarbon's?

- Yes - 18 (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 bans for an indefinite period on the performance of operating, Septic vehicles, and Skip Trucks in and around the major hazard facilities?

- Yes - 18 (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 bans for an indefinite period on the performance of recording weights of the collected waste, manually or electronically on Microsoft surface tablets?

- Yes - 18 (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 bans for an indefinite period on the performance of collecting, sewage, Mercury, and general rubbish in the major hazard facilities known as Mercury and Btex (Benzene, Toluene, Ethylbenzene and Xylenes) Processing Area?

- Yes - 18 (100%)
- No - 0 (0%)





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