



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Citic Pacific Mining Management Pty Ltd
(B2023/1116)**

31 October 2023

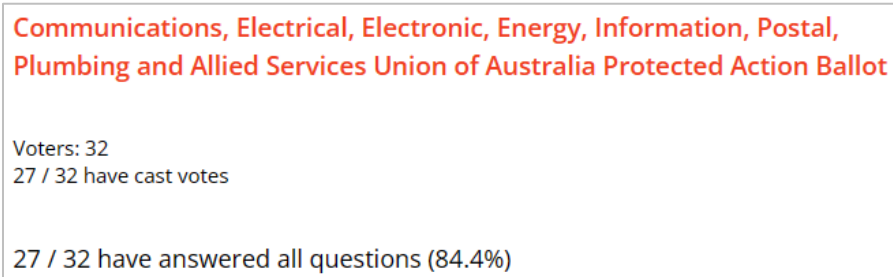
1. Ballot Result

Total Eligible Voters: 32
Total Participated: 27

27 out of 32 have answered all questions 84.4%

Final Ballot Audit: Tuesday, 31 October 2023 at 9.30am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

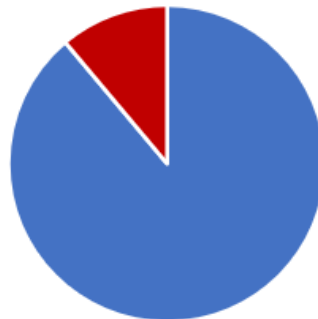
3. Questions and Results

Question 1

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

1. An unlimited number of stoppages of the performance of work, between 30 and up to and including 24 hours?

- Yes - 24 (89%)
- No - 3 (11%)

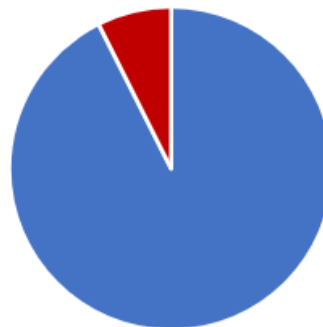


Question 2

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

2. An unlimited number of indefinite or periodic bans on verifying and/or performing electrical isolations?

- Yes - 25 (93%)
- No - 2 (7%)



Question 3

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

3. An unlimited number of indefinite or periodic bans on the use of hand tools?

■ Yes - 27 (100%)

■ No - 0 (0%)



Question 4

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

4. An unlimited number of indefinite or periodic bans on the removal of locks?

■ Yes - 27 (100%)

■ No - 0 (0%)

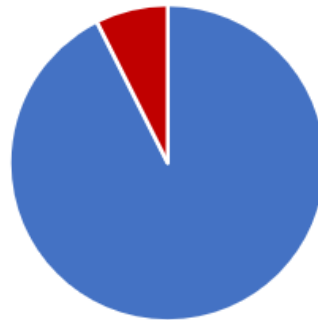


Question 5

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

5. An unlimited number of indefinite or periodic bans on driving work vehicle?

- Yes - 25 (93%)
- No - 2 (7%)

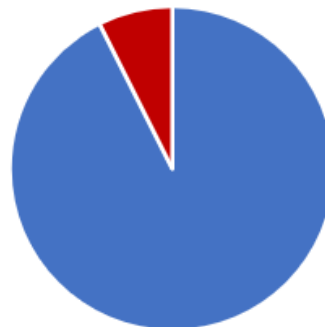


Question 6

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

6. An unlimited number of indefinite or periodic bans on paperwork?

- Yes - 25 (93%)
- No - 2 (7%)

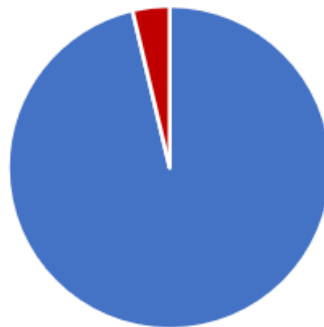


Question 7

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

7. An unlimited number of indefinite or periodic bans on Pit Permits?

- Yes - 26 (96%)
- No - 1 (4%)



Question 8

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

8. An unlimited number of indefinite or periodic bans on High Risk Licences?

- Yes - 27 (100%)
- No - 0 (0%)



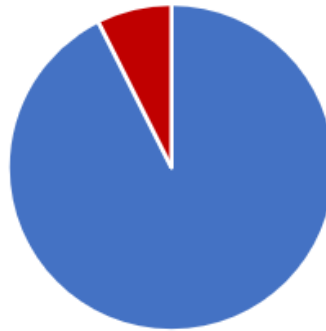
Question 9

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

9. An unlimited number of indefinite or periodic bans on shift handovers?

■ Yes - 25 (93%)

■ No - 2 (7%)



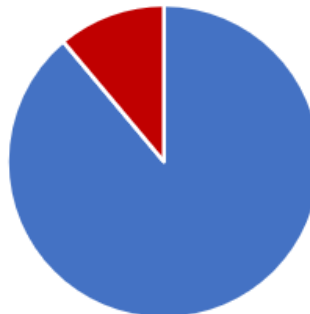
Question 10

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

10. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to post on social media about the bargaining and/or industrial action, regardless of whether such conduct would constitute a breach of or refusal to comply with any policy or direction of the employer?

■ Yes - 24 (89%)

■ No - 3 (11%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

