



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

**Ventia Utility Services Pty Limited And Downer Utilities
Australia Pty Ltd**

**T/A Downer Ventia Joint Venture
(B2023/1198)**

16 November 2023

1. Ballot Result

Total Eligible Voters: 25
Total Participated: 24

24 out of 25 have answered all questions 96.0%

Final Ballot Audit: Thursday, 16 November 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot
Voters: 25
Total Participated: 24 (96.0%)

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 any and all protected industrial action 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 - 24 (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 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?

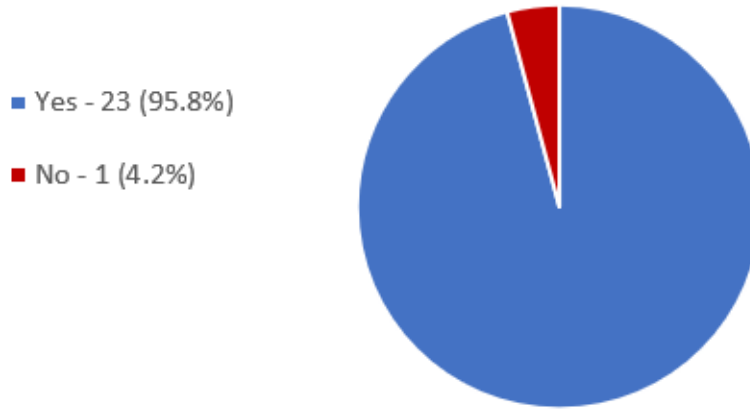
- Yes - 24 (100%)
- No - 0 (0%)



Question 3

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

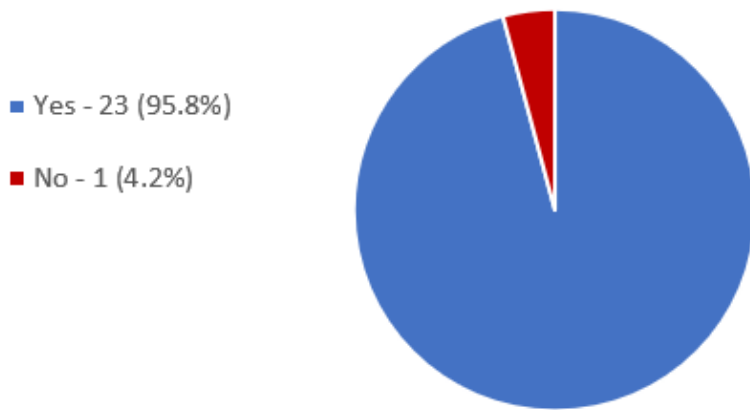
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?



Question 4

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

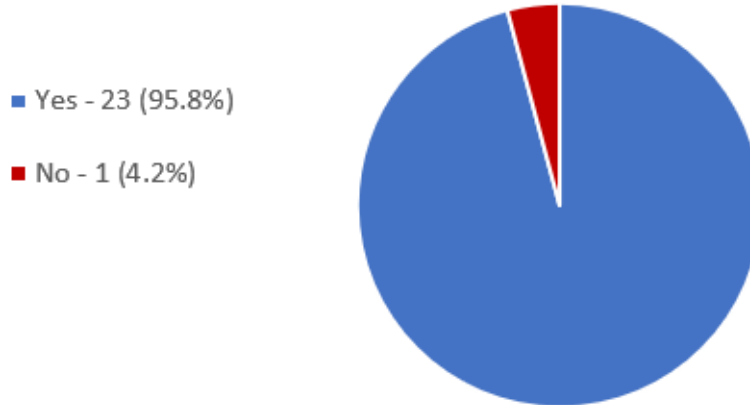
4. An unlimited number of bans on performing overtime?



Question 5

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

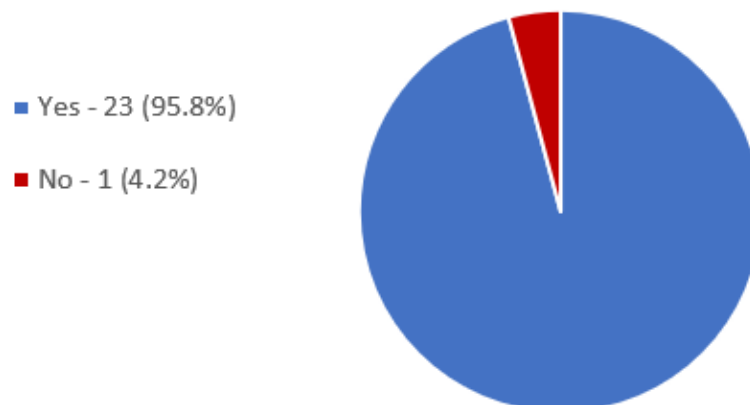
5. An unlimited number of bans on performing call-outs?



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action 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 a shift length in duration?



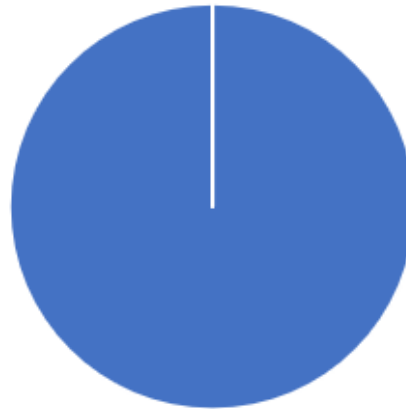
Question 7

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

7. An unlimited number of bans on paperwork?

■ Yes - 24 (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 which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on technology (except meters for testing)?

■ Yes - 24 (100%)

■ No - 0 (0%)





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