



**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**

**UGL Rail Services Pty Limited  
(B2023/363)**

**25 May 2023**

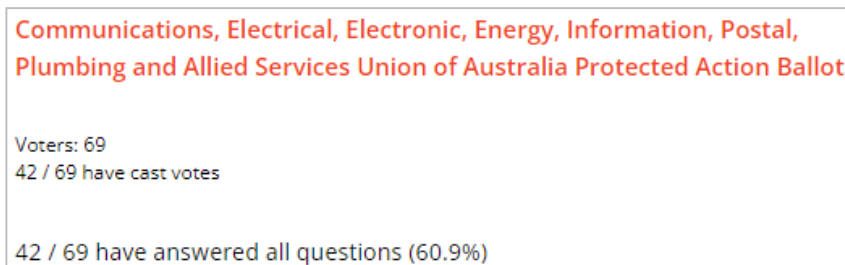
# 1. Ballot Result

Total Eligible Voters: 69  
Total Participated: 42

42 out of 69 have answered all questions 60.9%

Final Ballot Audit: Thursday, 25 May 2023 at 12.20pm 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

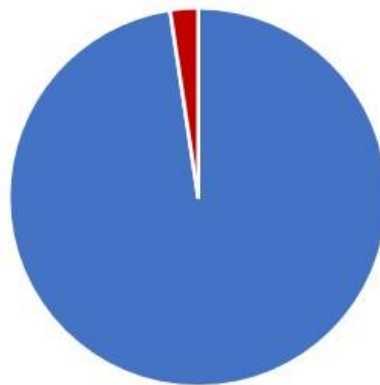
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 1 hour stoppages of work

- Yes - 41 (98%)
- No - 1 (2%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 2 hour stoppages of work

- Yes - 42 (100%)
- No - 0 (0%)



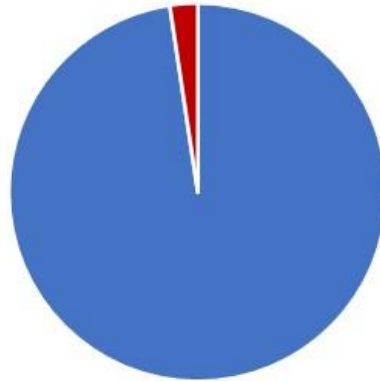
### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 3 hour stoppages of work

■ Yes - 41 (98%)

■ No - 1 (2%)



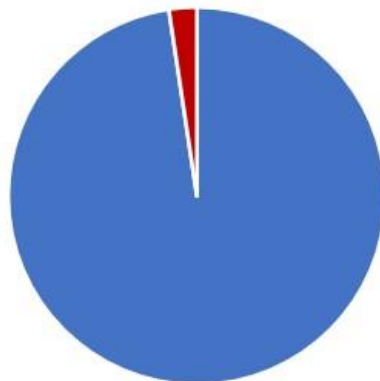
### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 4 hour stoppages of work

■ Yes - 41 (98%)

■ No - 1 (2%)



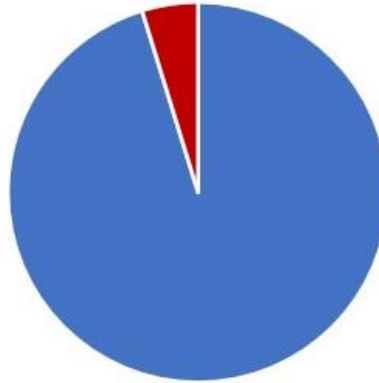
## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 8 hour stoppages of work

■ Yes - 40 (95%)

■ No - 2 (5%)



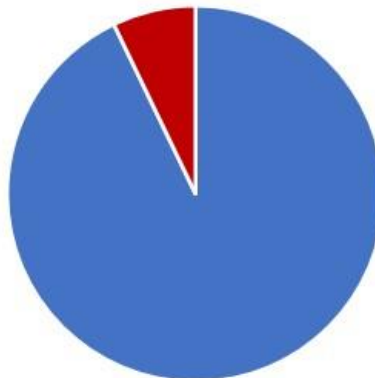
## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 12 hour stoppages of work

■ Yes - 39 (93%)

■ No - 3 (7%)

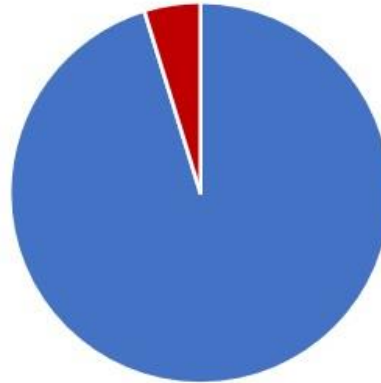


## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 24 hour stoppages of work

- Yes - 40 (95%)
- No - 2 (5%)

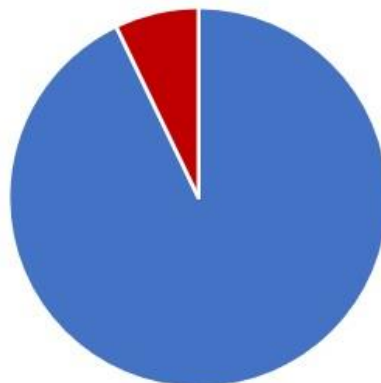


## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 48 hour stoppages of work

- Yes - 39 (93%)
- No - 3 (7%)



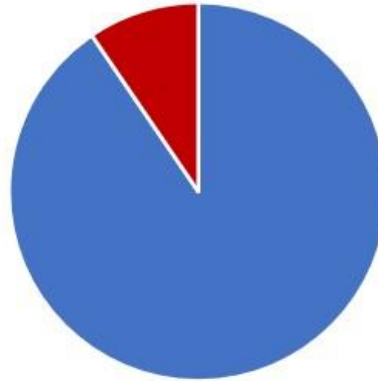
## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 72 hour stoppages of work

■ Yes - 38 (90%)

■ No - 4 (10%)



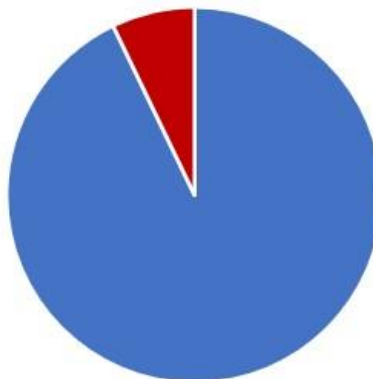
## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 for a period of one week

■ Yes - 39 (93%)

■ No - 3 (7%)



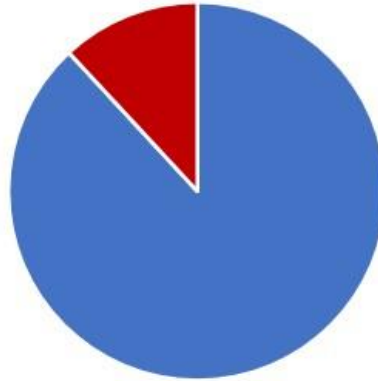
## Question 11

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

11. An unlimited number of indefinite stoppages of work

■ Yes - 37 (88%)

■ No - 5 (12%)



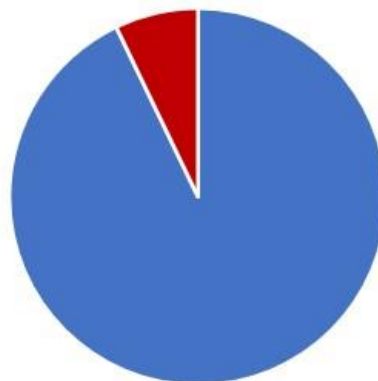
## Question 12

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

12. An unlimited number of indefinite or periodic bans on overtime

■ Yes - 39 (93%)

■ No - 3 (7%)



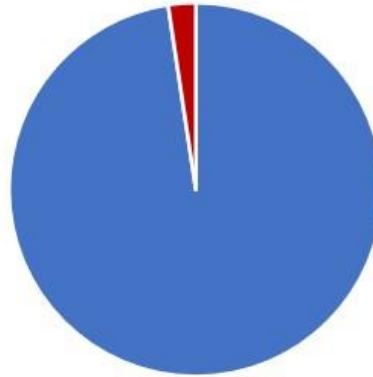


## Question 13

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

13. An unlimited number of indefinite or periodic partial work bans

- Yes - 41 (98%)
- No - 1 (2%)

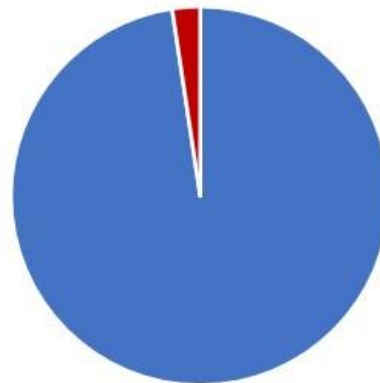


## Question 14

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

14. An unlimited number of indefinite or periodic bans on overhead crane usage including dual crane lifts

- Yes - 41 (98%)
- No - 1 (2%)

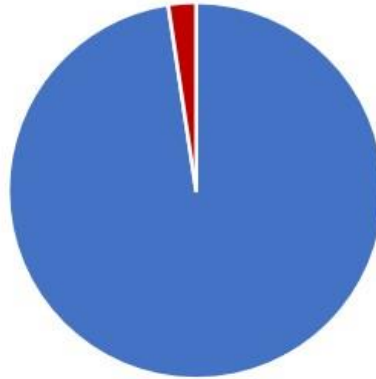


## Question 15

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

15. An unlimited number of indefinite or periodic bans on the use of power tools. (240v, battery, Hydraulic or Pneumatic)

- Yes - 41 (98%)
- No - 1 (2%)

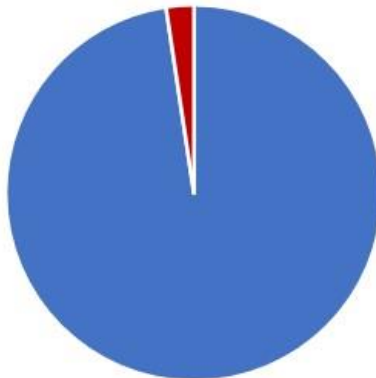


## Question 16

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

16. An unlimited number of indefinite or periodic bans on computer data entry or mobile devices

- Yes - 41 (98%)
- No - 1 (2%)

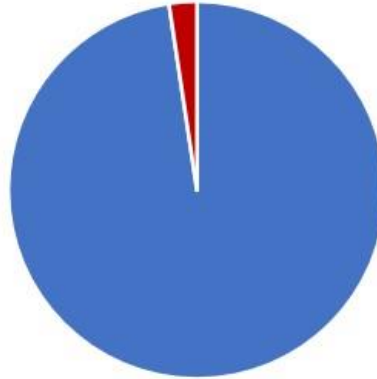


## Question 17

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

17. An unlimited number of indefinite or periodic bans on EWP operations, including spotters role

- Yes - 41 (98%)
- No - 1 (2%)

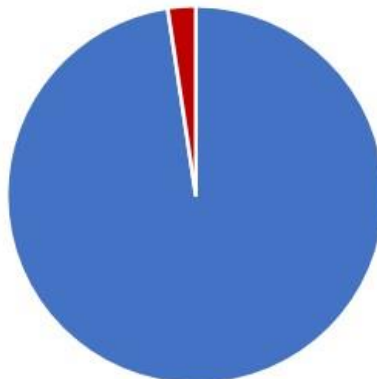


## Question 18

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

18. An unlimited number of indefinite or periodic bans on the use of Forklifts

- Yes - 41 (98%)
- No - 1 (2%)

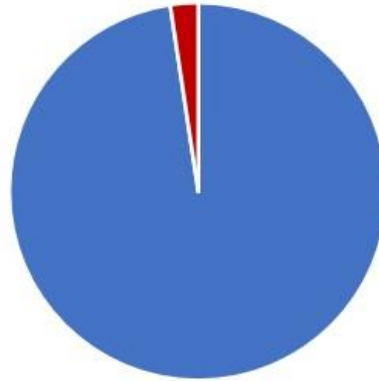


## Question 19

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

19. An unlimited number of indefinite or periodic bans on shunting & track mobile operations

- Yes - 41 (98%)
- No - 1 (2%)

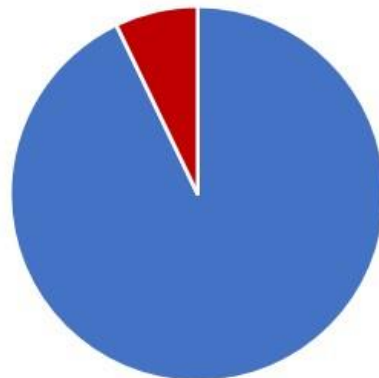


## Question 20

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

20. An unlimited number of indefinite or periodic bans on the use of the Kronos Server (Clock on & off process excluded from this process)

- Yes - 39 (93%)
- No - 3 (7%)





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