



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

**Nilsen (NSW) Pty. Ltd.
(B2023/725)**

4 August 2023

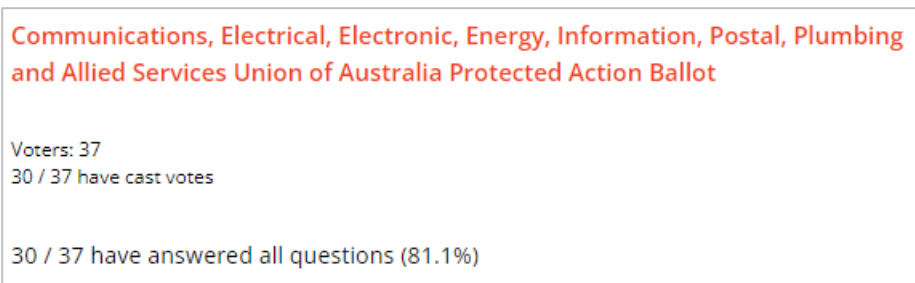
1. Ballot Result

Total Eligible Voters: 30
Total Participated: 37

30 out of 37 have answered all questions 81.1%

Final Ballot Audit: Friday, 4 August 2023 at 12.05pm 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, consecutively and/or concurrently any or all of the actions set out below:

1. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours duration?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

2. An unlimited number of stoppages of work of indefinite duration?

- Yes - 30 (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, consecutively and/or concurrently any or all of the actions set out below:

3. An unlimited number of indefinite or periodic bans on the performance of non-rostered overtime?

- Yes - 30 (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 CEPU members against your employer, which may involve taking separately, consecutively and/or concurrently any or all of the actions set out below:

4. An unlimited number of periodic or indefinite partial work bans?

- Yes - 30 (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 CEPU members against your employer, which may involve taking separately, consecutively and/or concurrently any or all of the actions set out below:

5. An unlimited number of periodic or indefinite bans on the use of battery powered tools?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

6. An unlimited number of periodic or indefinite bans on the use of 240/415V equipment?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

7. An unlimited number of periodic or indefinite bans on the use of crimping tools?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

8. An unlimited number of periodic or indefinite bans on the use of spanners?

- Yes - 30 (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 CEPU members against your employer, which may involve taking separately, consecutively and/or concurrently any or all of the actions set out below:

9. An unlimited number of periodic or indefinite bans on the use of ladders and steps?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

10. An unlimited number of periodic or indefinite bans on terminating cables?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

11. An unlimited number of periodic or indefinite bans on the use of pens and pencils?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

12. An unlimited number of periodic or indefinite bans on working over ground level?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

13. An unlimited number of periodic or indefinite bans on using multi-meters?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

14. An unlimited number of periodic or indefinite bans on using test equipment?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

15. An unlimited number of indefinite or periodic bans on operating mobile plant?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

16. An unlimited number of indefinite or periodic bans on verifying and performing Mechanical and/or Electrical isolations?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

17. An unlimited number of periodic or indefinite bans on using computers/ hand-held devices?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

18. Wearing stickers on work clothes that promote, or represent the views of, the Electrical Trades Union?

- Yes - 30 (100%)
- No - 0 (0%)



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, consecutively and/or concurrently any or all of the actions set out below:

19. Distributing ETU/CEPU and industrial campaign-related material to members of the public and employees whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?

- Yes - 30 (100%)
- No - 0 (0%)





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