



**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**

**Energy Queensland Limited**

**B2024/107**

**4 March 2024**

# 1. Ballot Result

Total Eligible Voters: 4837  
Total Participated: 4429

4429 out of 4837 have answered all questions 91.6%

Final Ballot Audit: Monday, 4 March 2024 at 3.50pm AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/107)**  
Voters: 4837  
Total Participated: 4429 (91.6%)

## 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

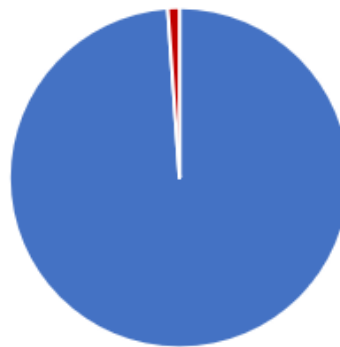
### 3. Questions and Results

#### 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 - 4380 (98.9%)
- No - 49 (1.1%)

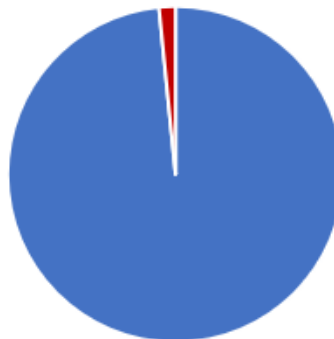


#### Question 2

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 four (4) hours in duration?

- Yes - 4359 (98.4%)
- No - 70 (1.6%)

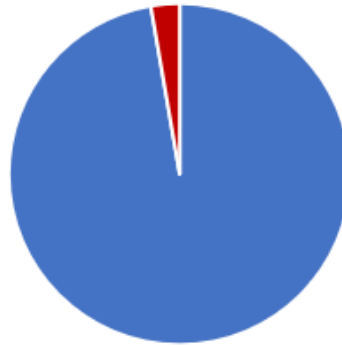


### Question 3

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?

- Yes - 4309 (97.3%)
- No - 120 (2.7%)

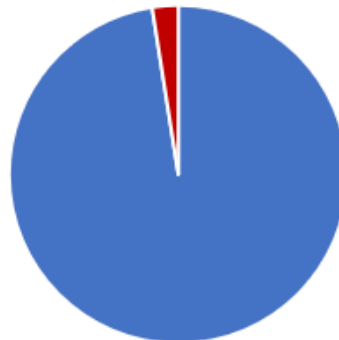


### Question 4

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 stoppages of work, including consecutive stoppages of work, for a shift length duration?

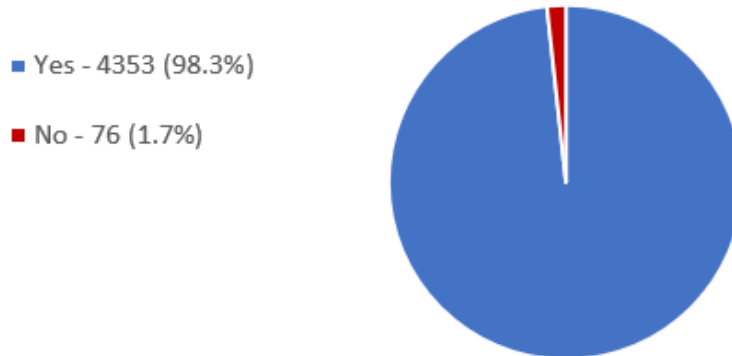
- Yes - 4319 (97.5%)
- No - 110 (2.5%)



## 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:

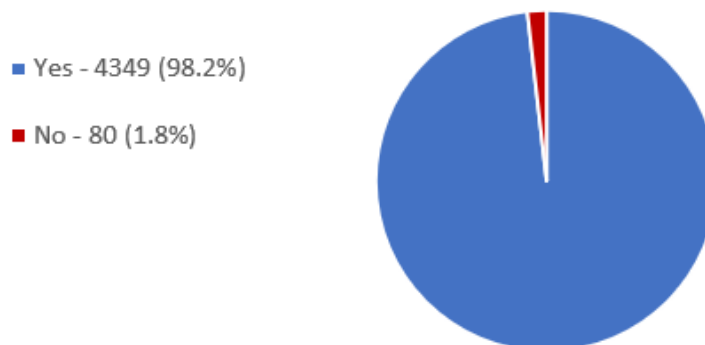
5. An unlimited number of indefinite or periodic bans on planned switching?



## 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 indefinite or periodic bans on operating High Voltage and/or Low Voltage Equipment?

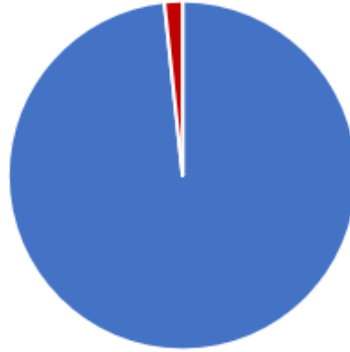


## Question 7

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 indefinite or periodic bans on working away from home?

- Yes - 4355 (98.3%)
- No - 74 (1.7%)

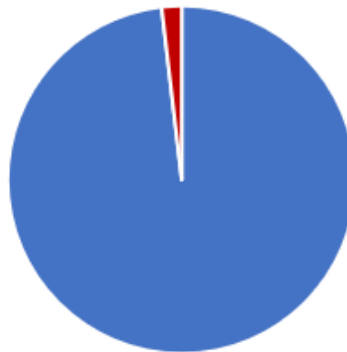


## Question 8

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 indefinite or periodic bans on the completion of Time and Attendance and Labour Costing, excluding living away from home claims in time and attendance?

- Yes - 4347 (98.1%)
- No - 82 (1.9%)

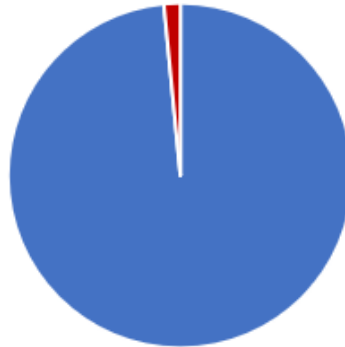


## Question 9

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:

9. An unlimited number of indefinite or periodic bans on the completion of work orders?

- Yes - 4361 (98.5%)
- No - 68 (1.5%)

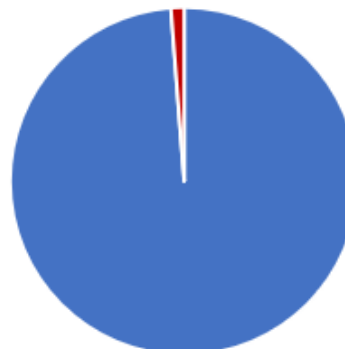


## Question 10

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:

10. An unlimited number of indefinite or periodic bans on travelling outside normal working hours?

- Yes - 4375 (98.8%)
- No - 54 (1.2%)

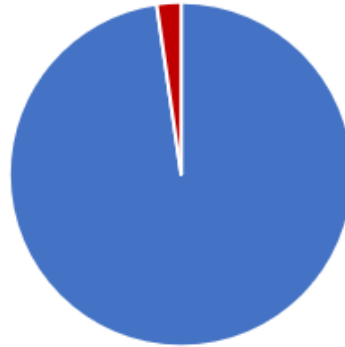


## Question 11

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:

11. An unlimited number of indefinite or periodic bans on using physical or digital locking systems?

- Yes - 4328 (97.7%)
- No - 101 (2.3%)

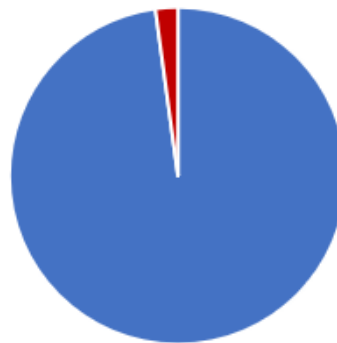


## Question 12

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:

12. Employees only using Energy Queensland (as defined in the Agreement) toilets, changerooms and showers facilities, where those facilities are required?

- Yes - 4334 (97.9%)
- No - 95 (2.1%)

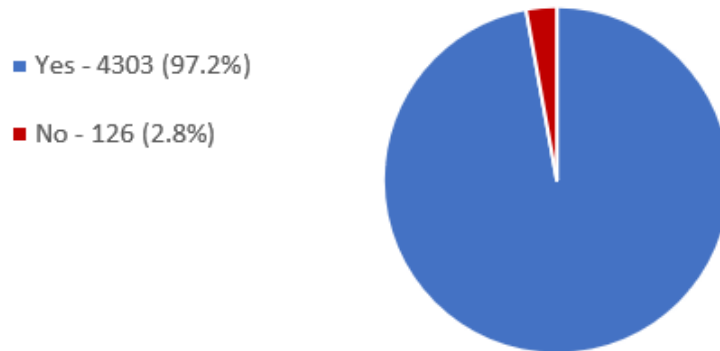




## Question 13

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:

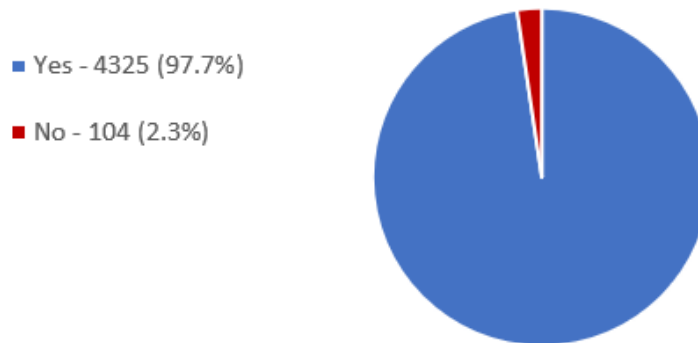
13. Employees only have Meal Breaks in an Energy Queensland (as defined in the Agreement) meal room?



## Question 14

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:

14. An unlimited number of indefinite or periodic bans on the use of technology including (but not limited) to computers, tablets, phones, fax machines, radios and the like?

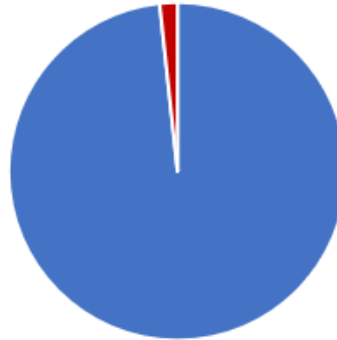


## Question 15

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:

15. An unlimited number of indefinite or periodic bans on the use of web video/audio applications?

- Yes - 4354 (98.3%)
- No - 75 (1.7%)

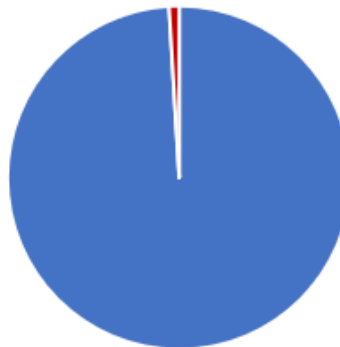


## Question 16

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:

16. An unlimited number of indefinite or periodic bans on performing any additional duties outside of a Position Description?

- Yes - 4387 (99.1%)
- No - 42 (0.9%)

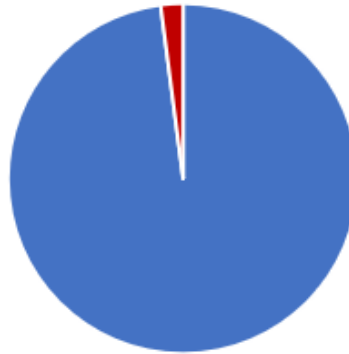


## Question 17

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:

17. An unlimited number of indefinite or periodic bans on connecting and/or disconnecting generators?

- Yes - 4338 (97.9%)
- No - 91 (2.1%)

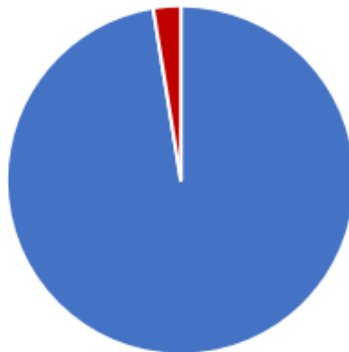


## Question 18

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:

18. An unlimited number of indefinite or periodic bans on new connections?

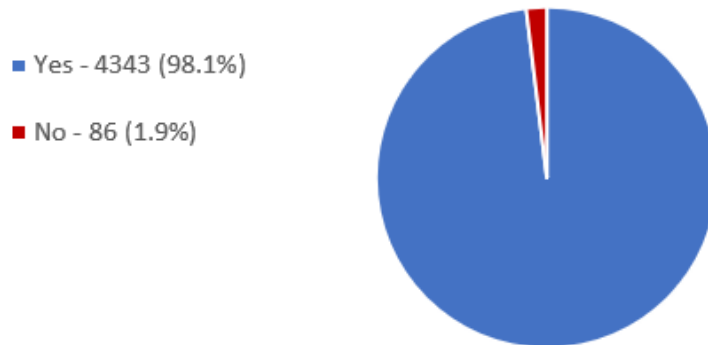
- Yes - 4316 (97.4%)
- No - 113 (2.6%)



## Question 19

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:

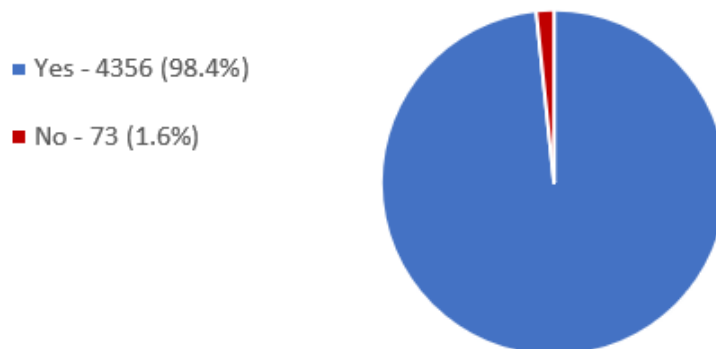
19. An unlimited number of indefinite or periodic bans on working with, or providing instruction or direction to Contractors?



## Question 20

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:

20. An unlimited number of indefinite or periodic bans on completing Registered Professional Engineers QLD (RPEQ) sign offs?

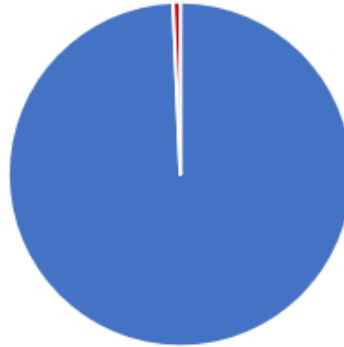


## Question 21

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:

21. An unlimited number of indefinite or periodic bans on working with asbestos switchboards?

- Yes - 4399 (99.3%)
- No - 30 (0.7%)

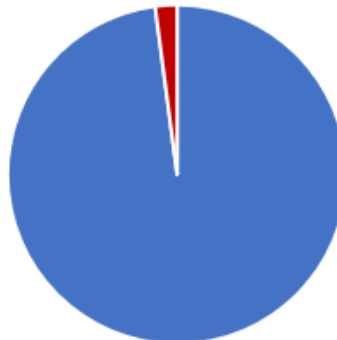


## Question 22

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:

22. An unlimited number of indefinite or periodic bans on flying in helicopters?

- Yes - 4337 (97.9%)
- No - 92 (2.1%)

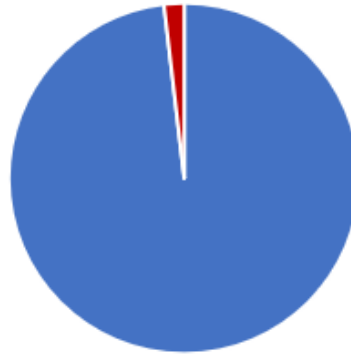


## Question 23

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:

23. An unlimited number of indefinite or periodic bans on Network Operations staff coordinating, scheduling, writing, authorising or controlling of HV and LV switching (including Secondary systems and Reclose Blocks)/ Renewable HV and LV switching (Work Associated with Wind, Solar, Water and Batteries)?

- Yes - 4347 (98.1%)
- No - 82 (1.9%)

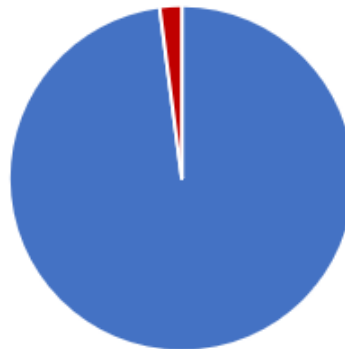


## Question 24

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:

24. An unlimited number of periodic or indefinite bans on Network Operations staff amending 'In Progress' switching sheets?

- Yes - 4338 (97.9%)
- No - 91 (2.1%)

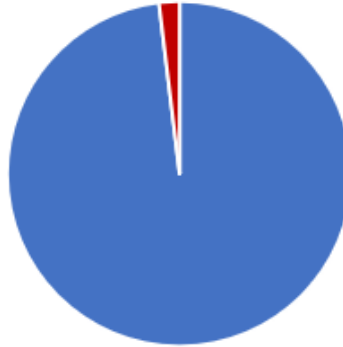


## Question 25

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:

25. An unlimited number of indefinite or periodic bans on coordinating, scheduling, writing, authorizing or controlling switching sheets, including for training purposes?

- Yes - 4344 (98.1%)
- No - 85 (1.9%)

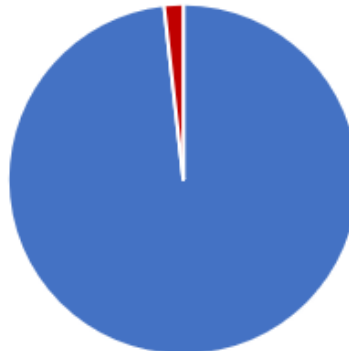


## Question 26

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:

26. An unlimited number of periodic or indefinite bans on Network Operations staff Validating (Powerlink, QR and Major Customers) switching sheets?

- Yes - 4351 (98.2%)
- No - 78 (1.8%)

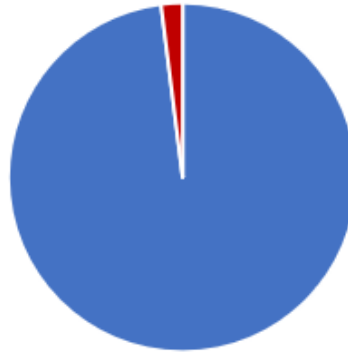


## Question 27

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:

27. An unlimited number of periodic and/or indefinite bans on signing off/on, holding, exercising or issuing job specific permits and their associated tasks?

- Yes - 4341 (98.0%)
- No - 88 (2.0%)





**CiVS**

