



Declaration of Results

Protected Action Ballot

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

v

Downer Utilities Australia Pty Ltd

(B2024/1351)

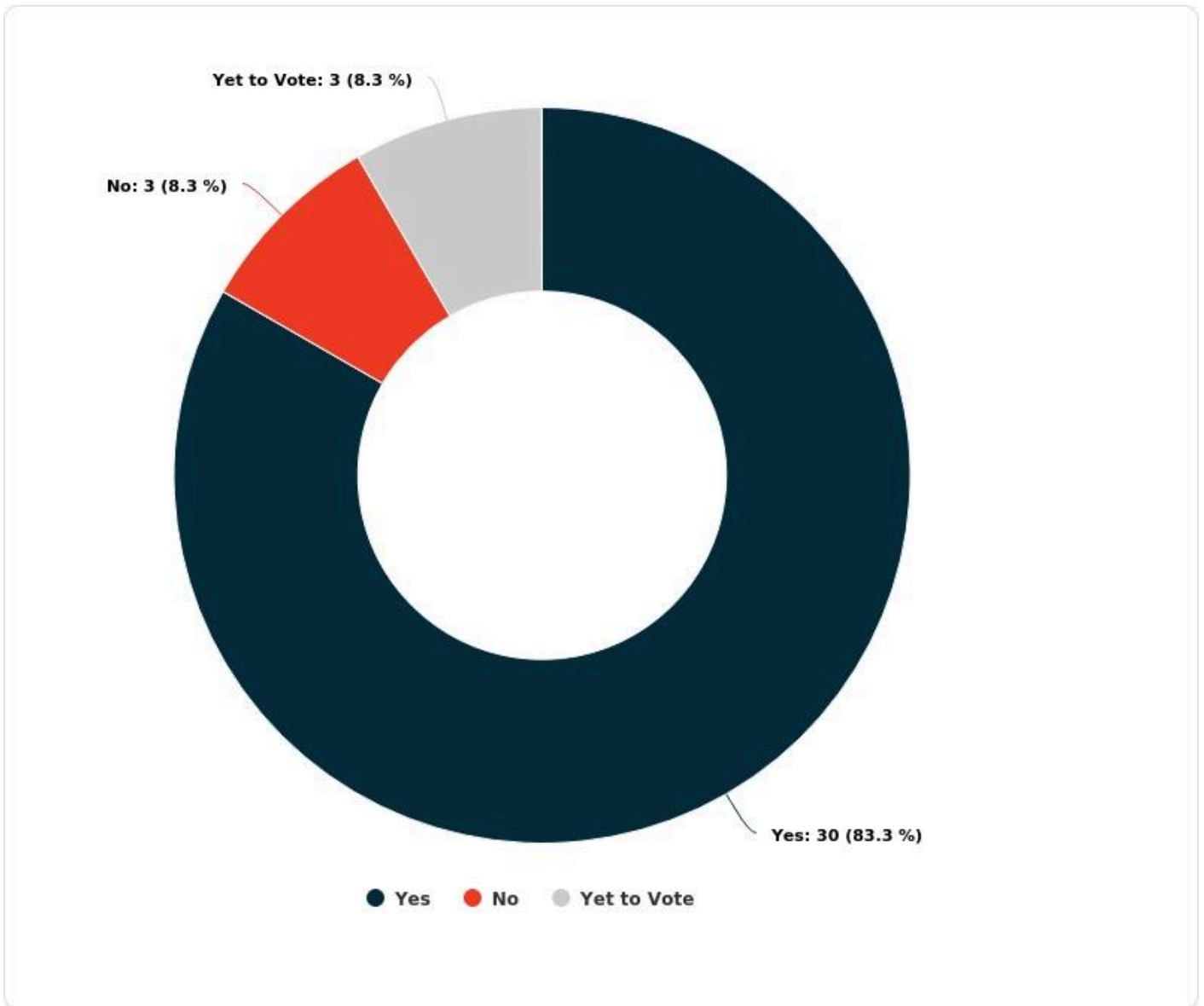
Wednesday 30th October, 2024
6:41pm AEDT

1. Vote Result

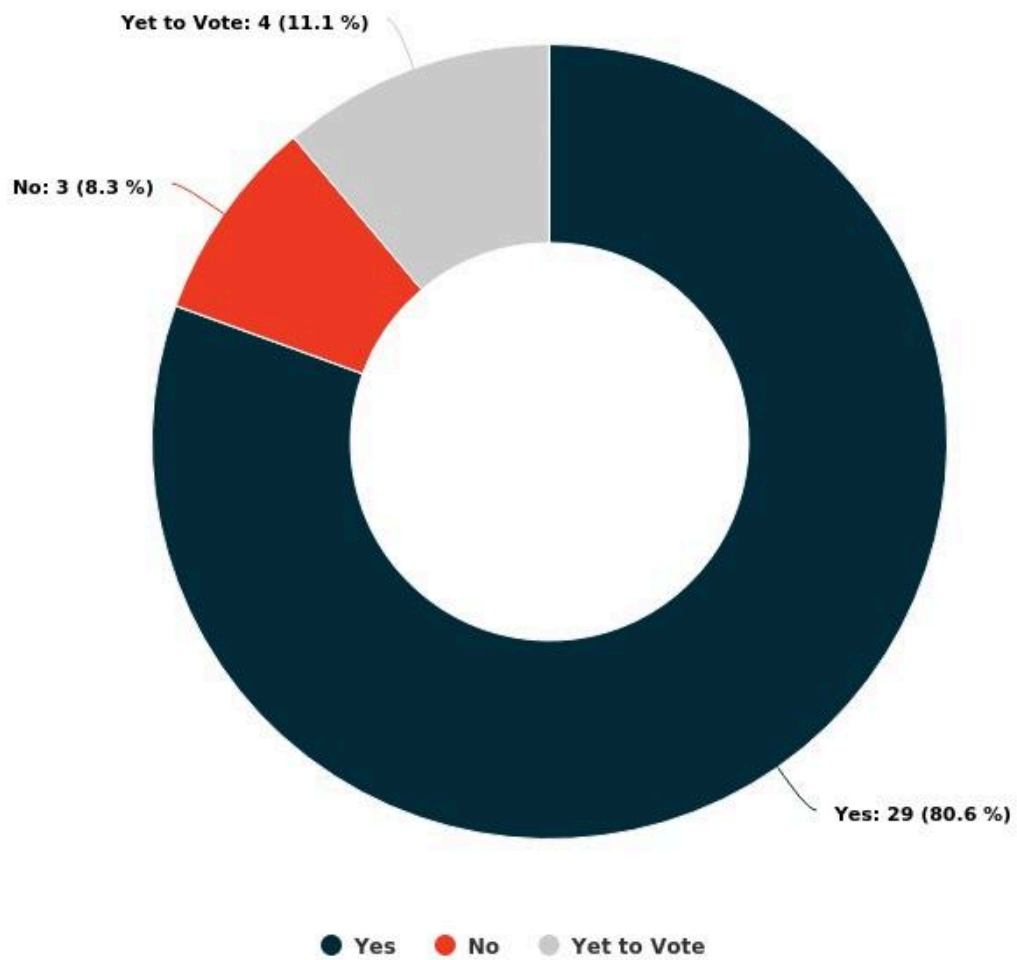
Total Eligible Voters: **36**
Total Voted: **33 (91.7%)**
Total Voted All Questions: **32 (88.9%)**

Final Vote Audit: **Wednesday 30th October, 2024 6:41pm AEDT**

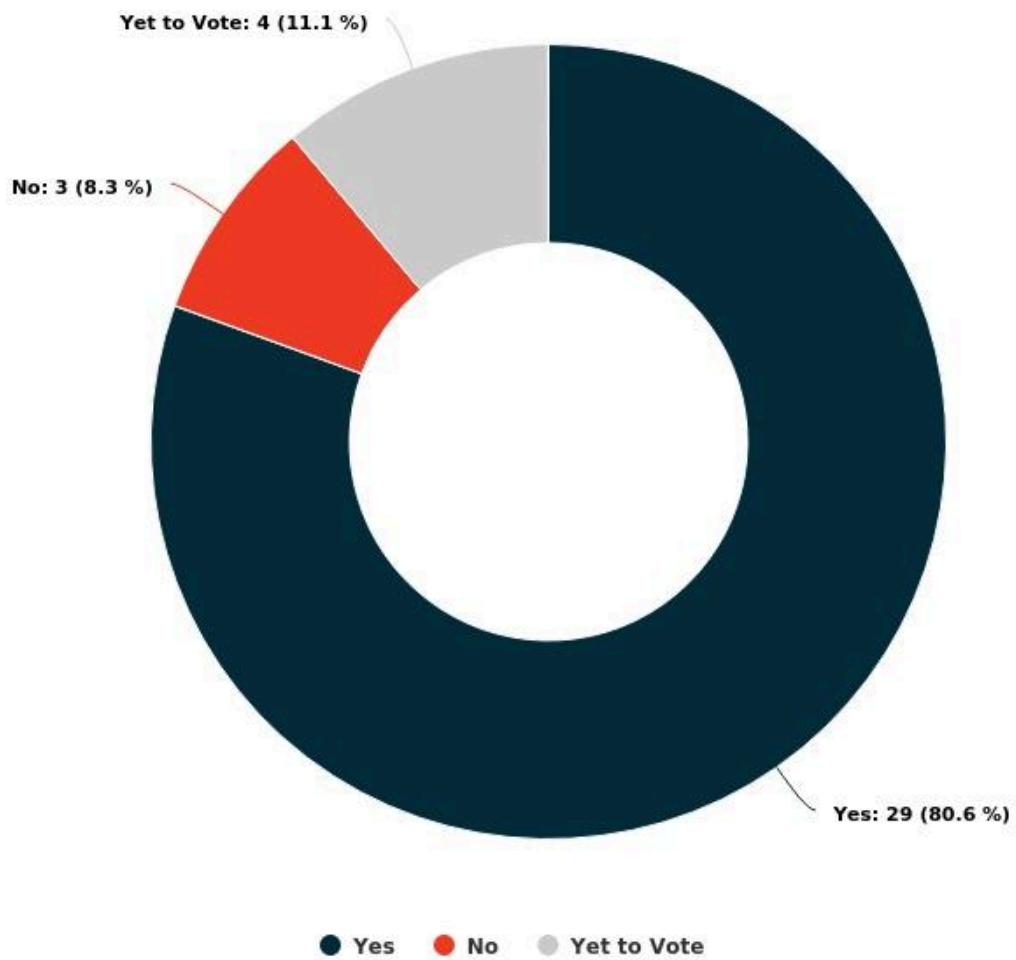
1. An unlimited number of 15 minutes stoppages of work?



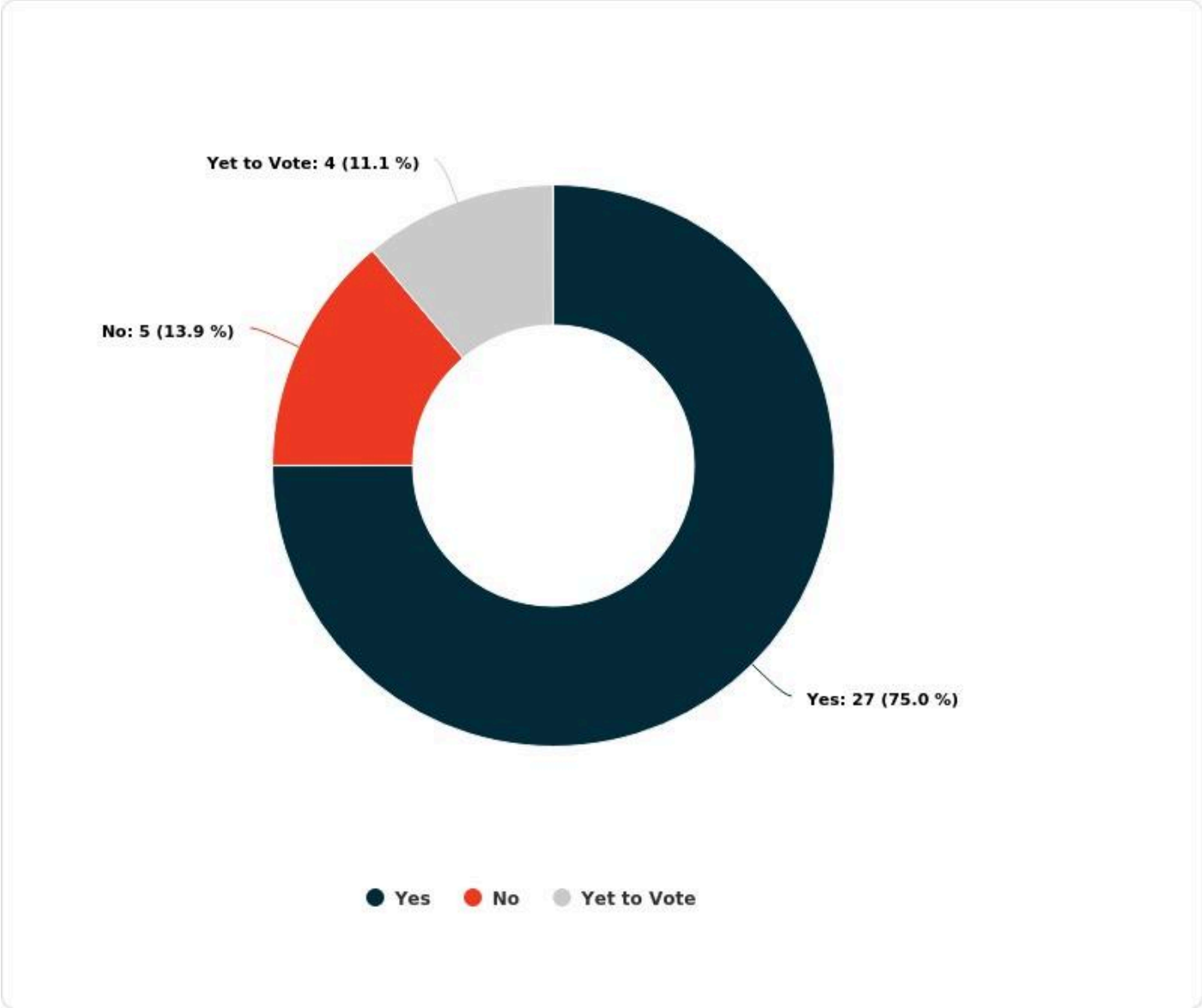
2. An unlimited number of 30 minutes stoppages of work?



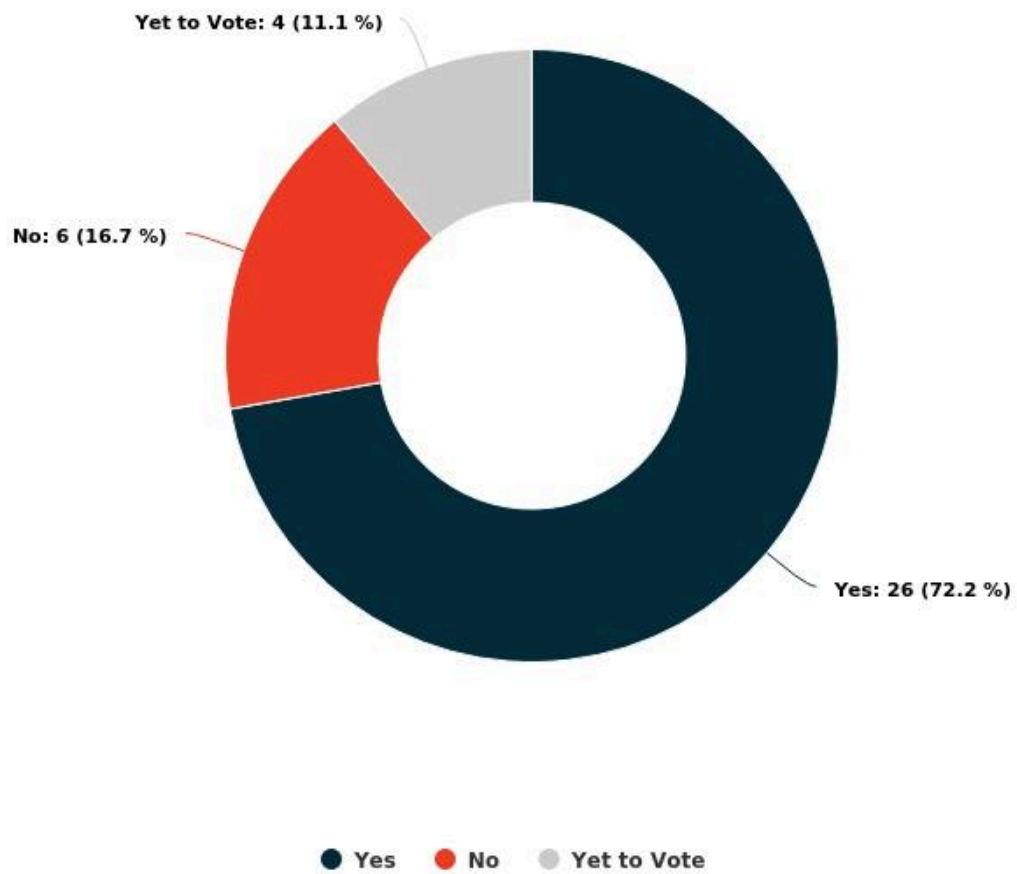
3. An unlimited number of 1 hour stoppages of work?



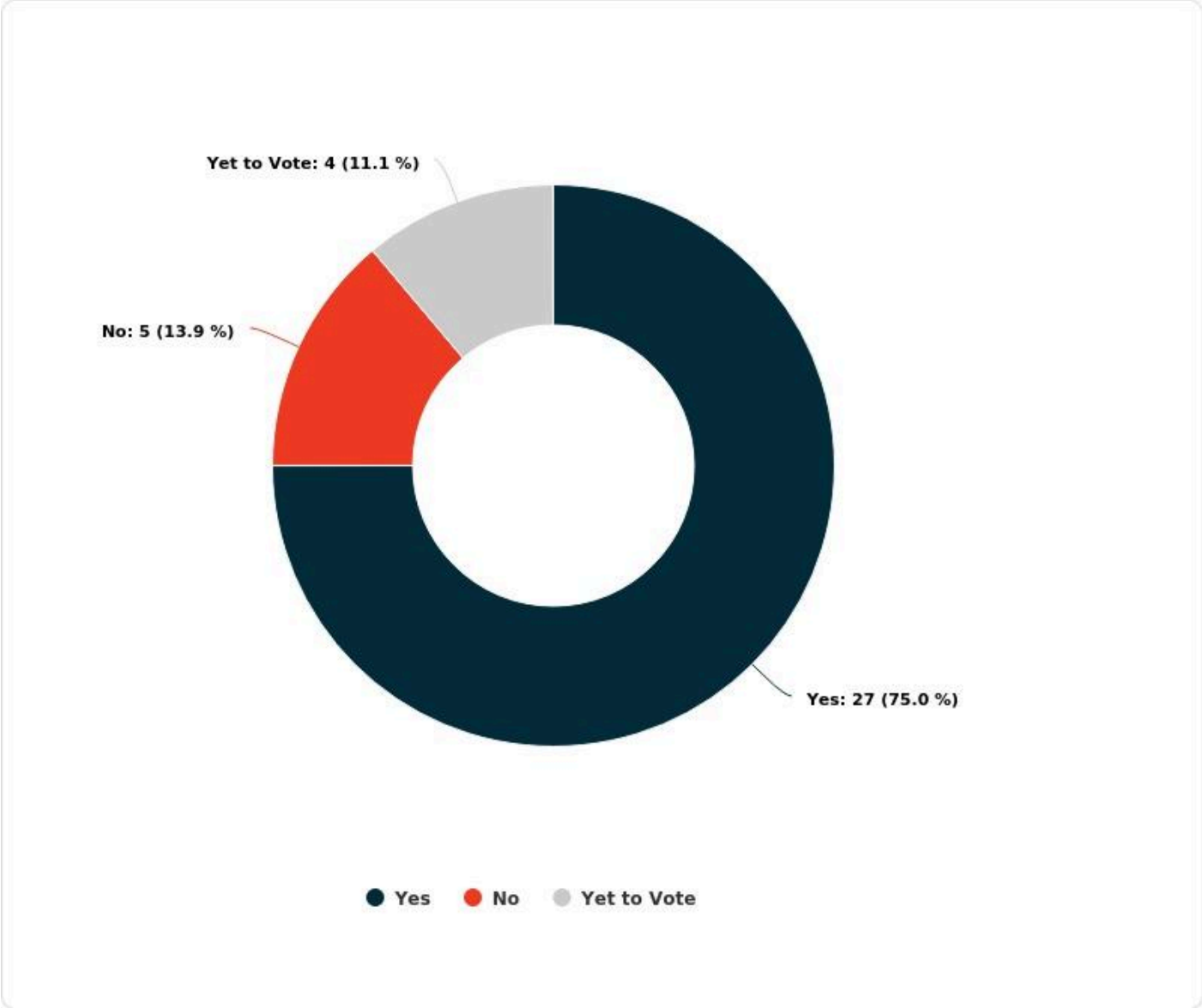
4. An unlimited number of 2 hour stoppages of work?



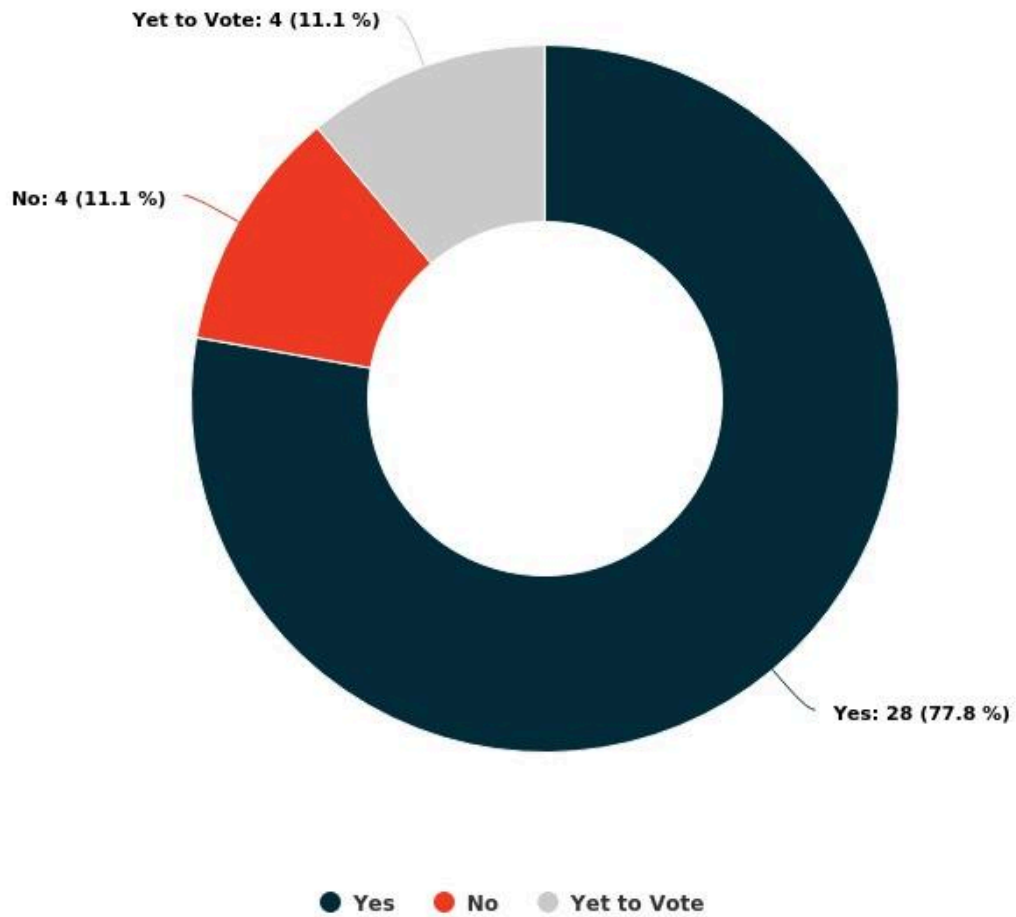
5. An unlimited number of 4 hours stoppages of work?



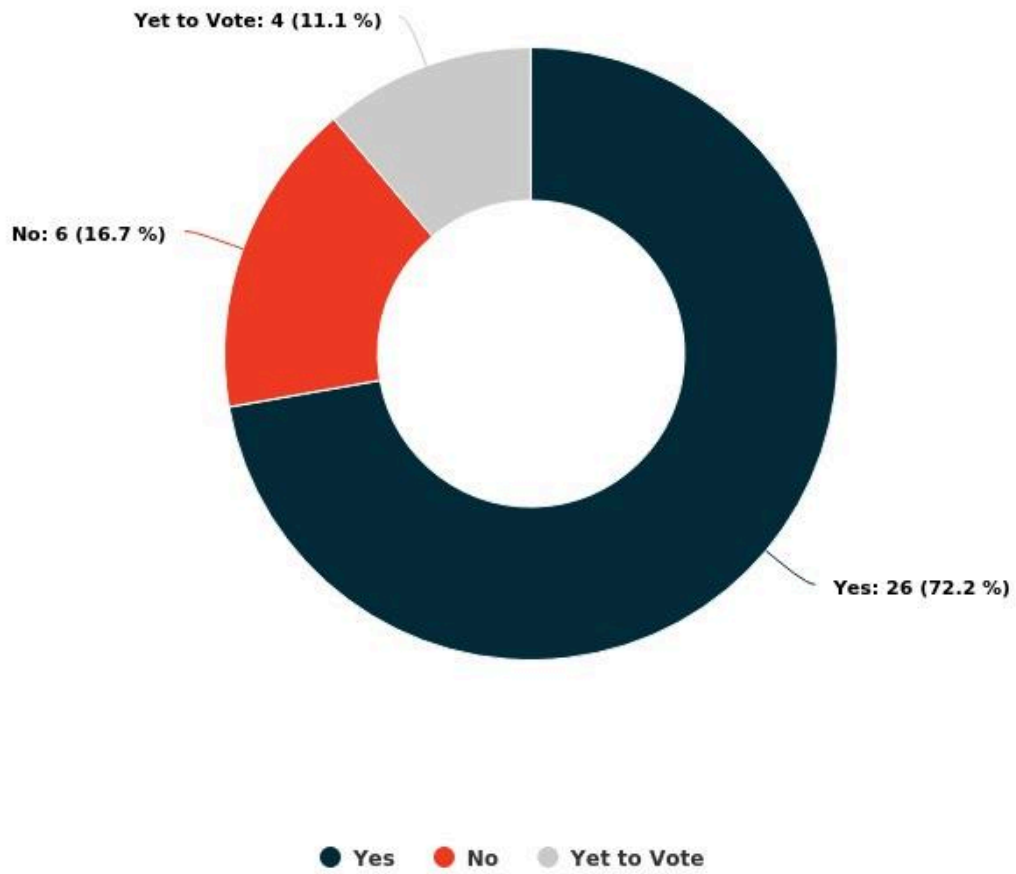
6. An unlimited number of 8 hours stoppages of work?



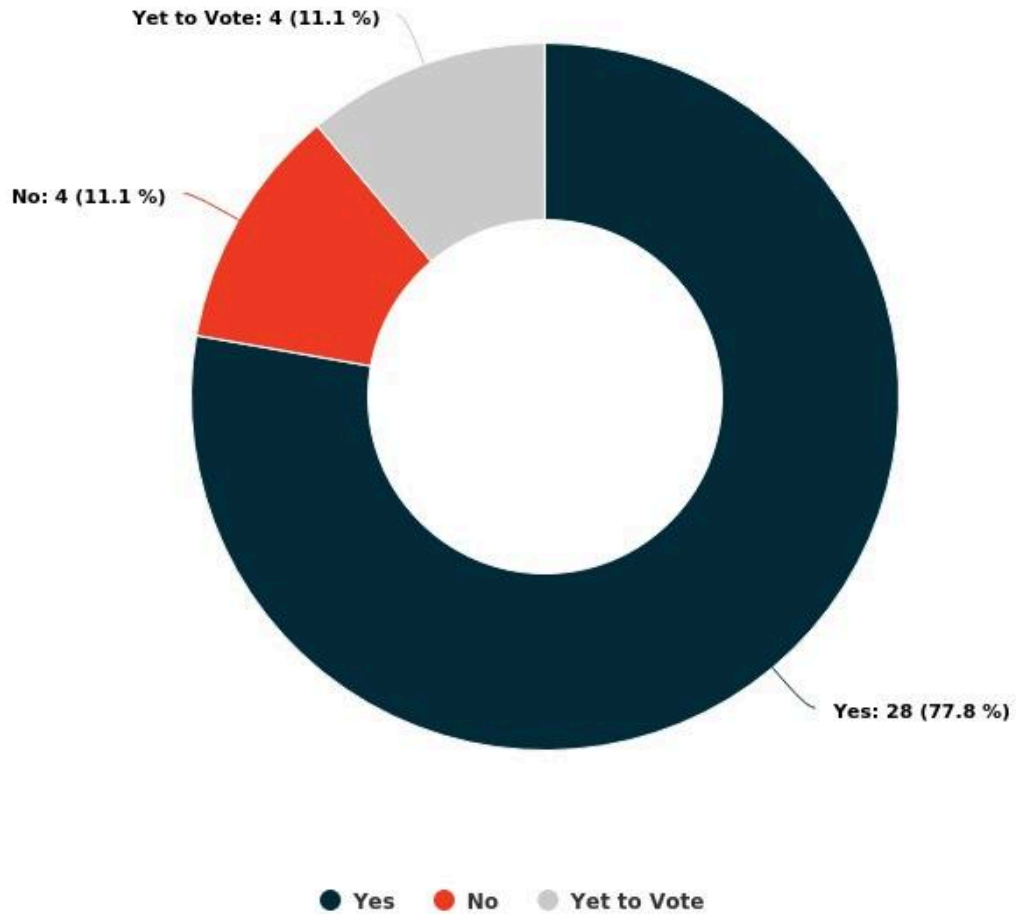
7. An unlimited number of indefinite and/or periodic bans on the performance of overtime?



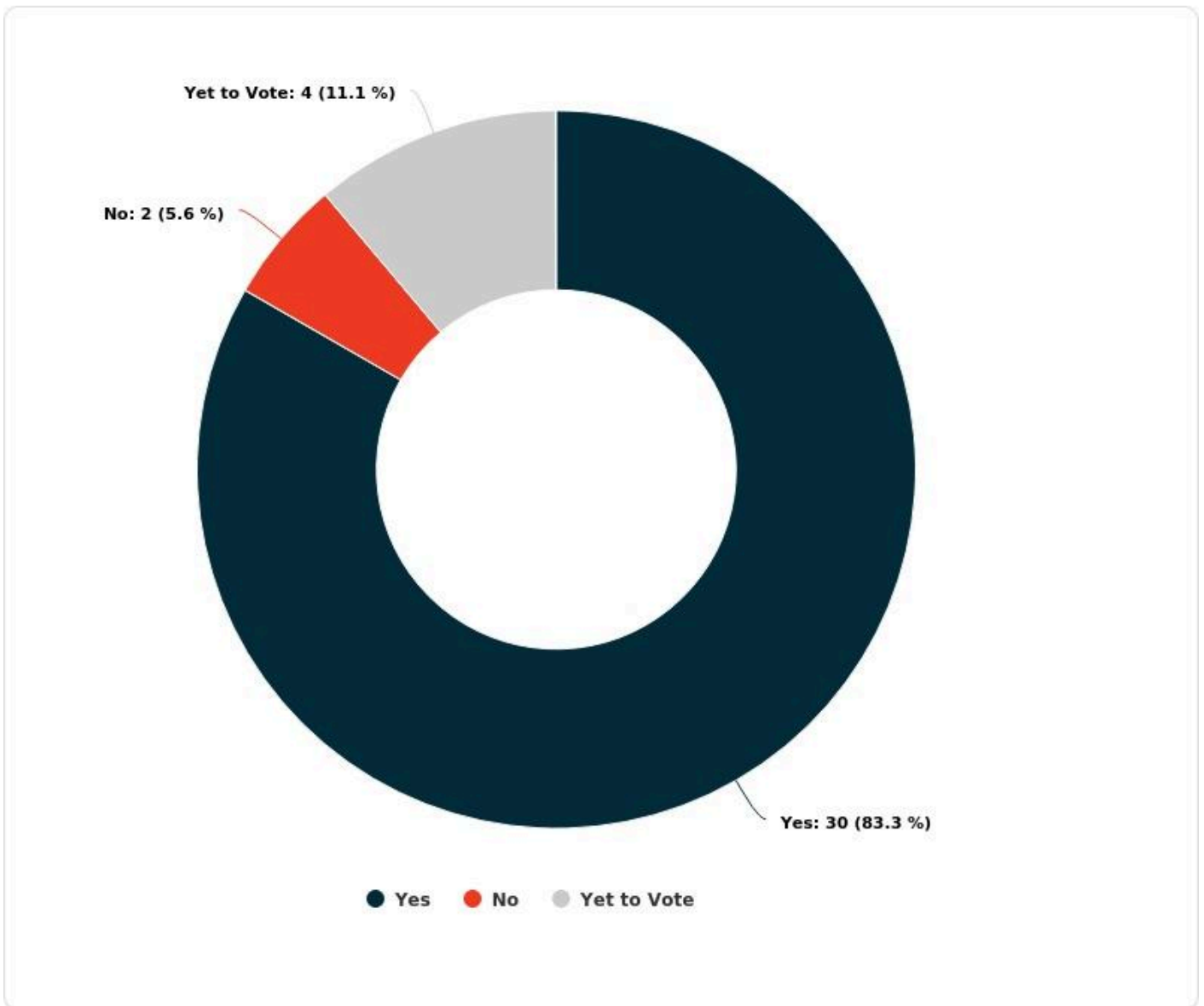
8. An unlimited number of indefinite and/or periodic bans on using cranes?



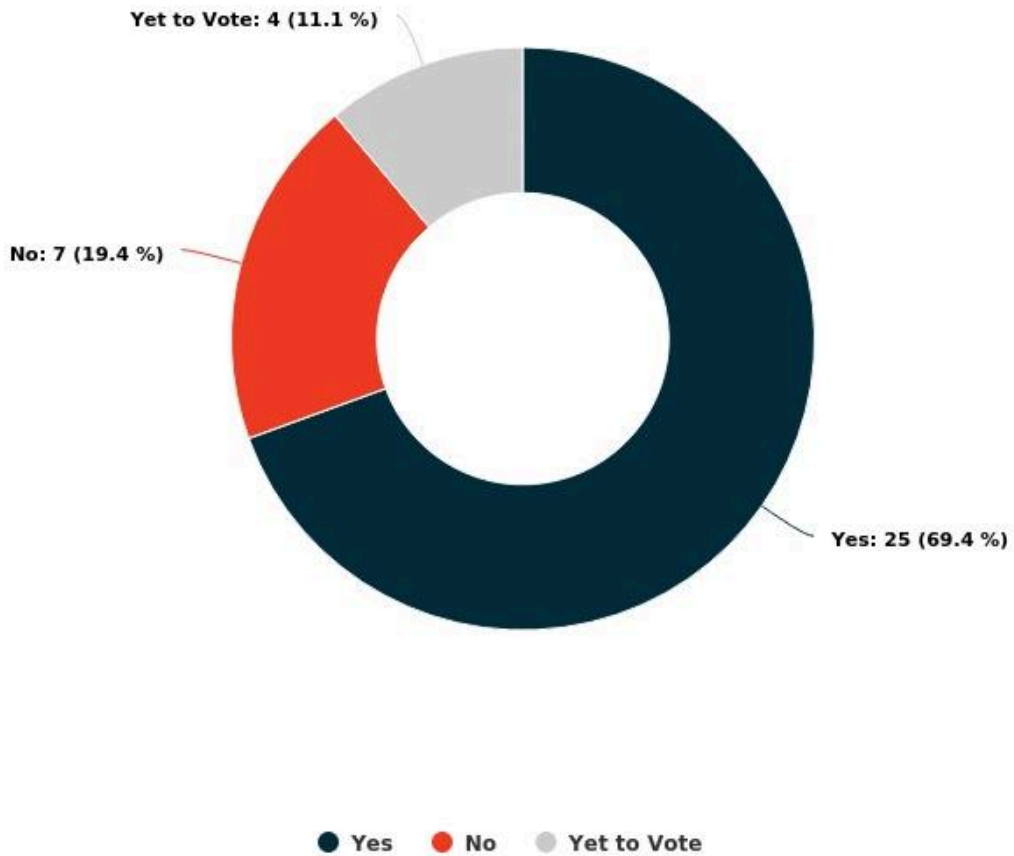
9. An unlimited number of indefinite and/or periodic bans on working more than 1.2 metres above ground level?



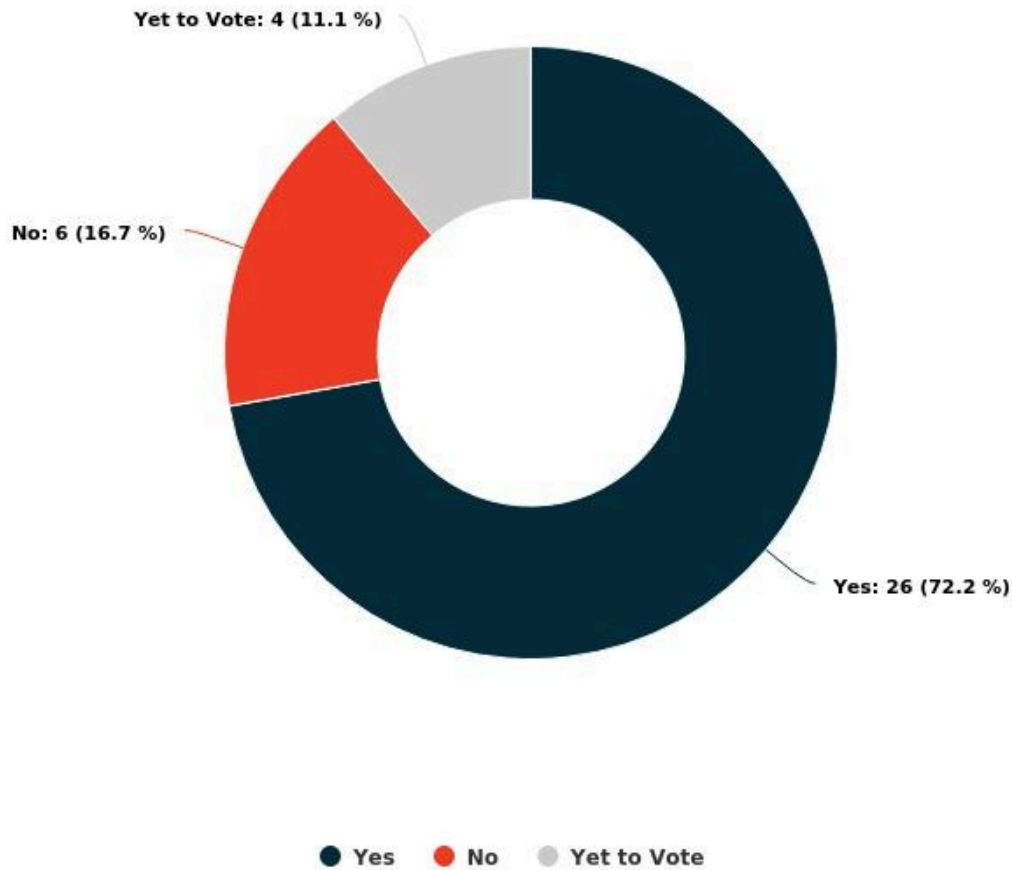
10. Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding ETU/CEPU and industrial campaign-related material to Downer materials and displays?



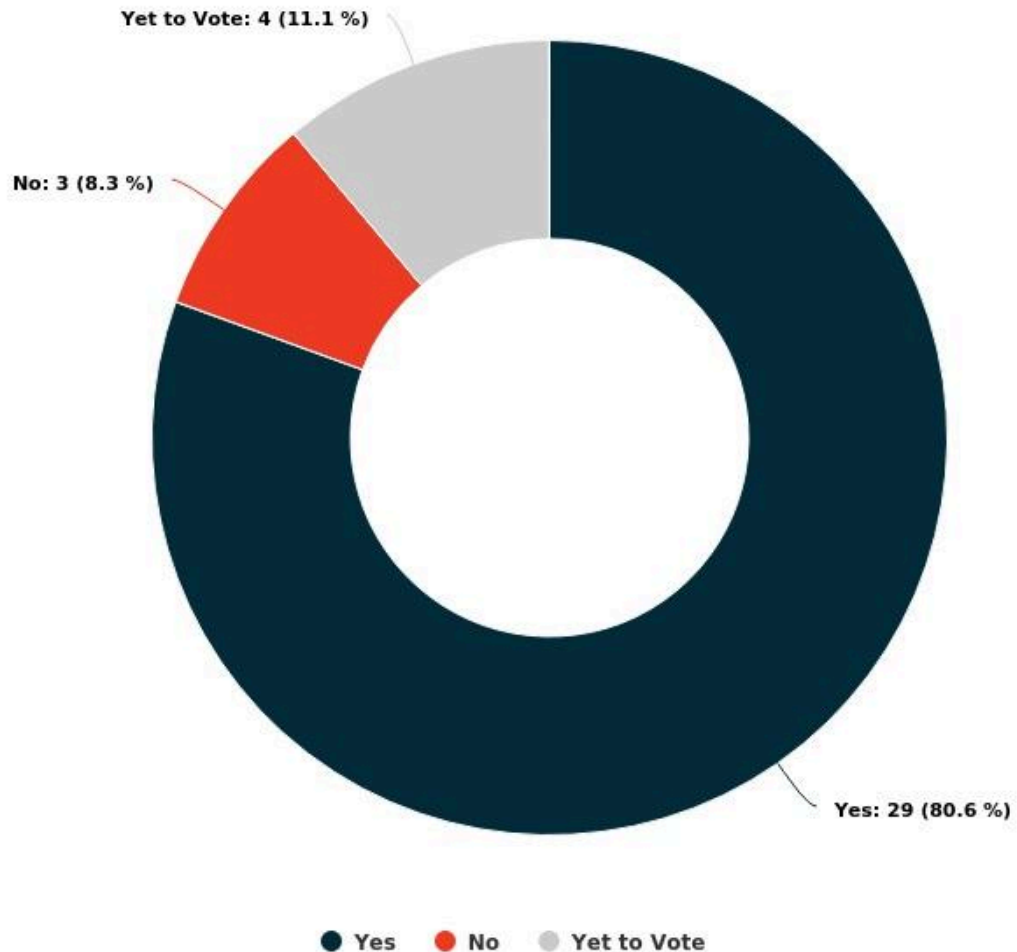
11. Refusing to perform any work unless wearing ETU/CEPU and industrial campaign-related t-shirts, caps, badges, facemasks?



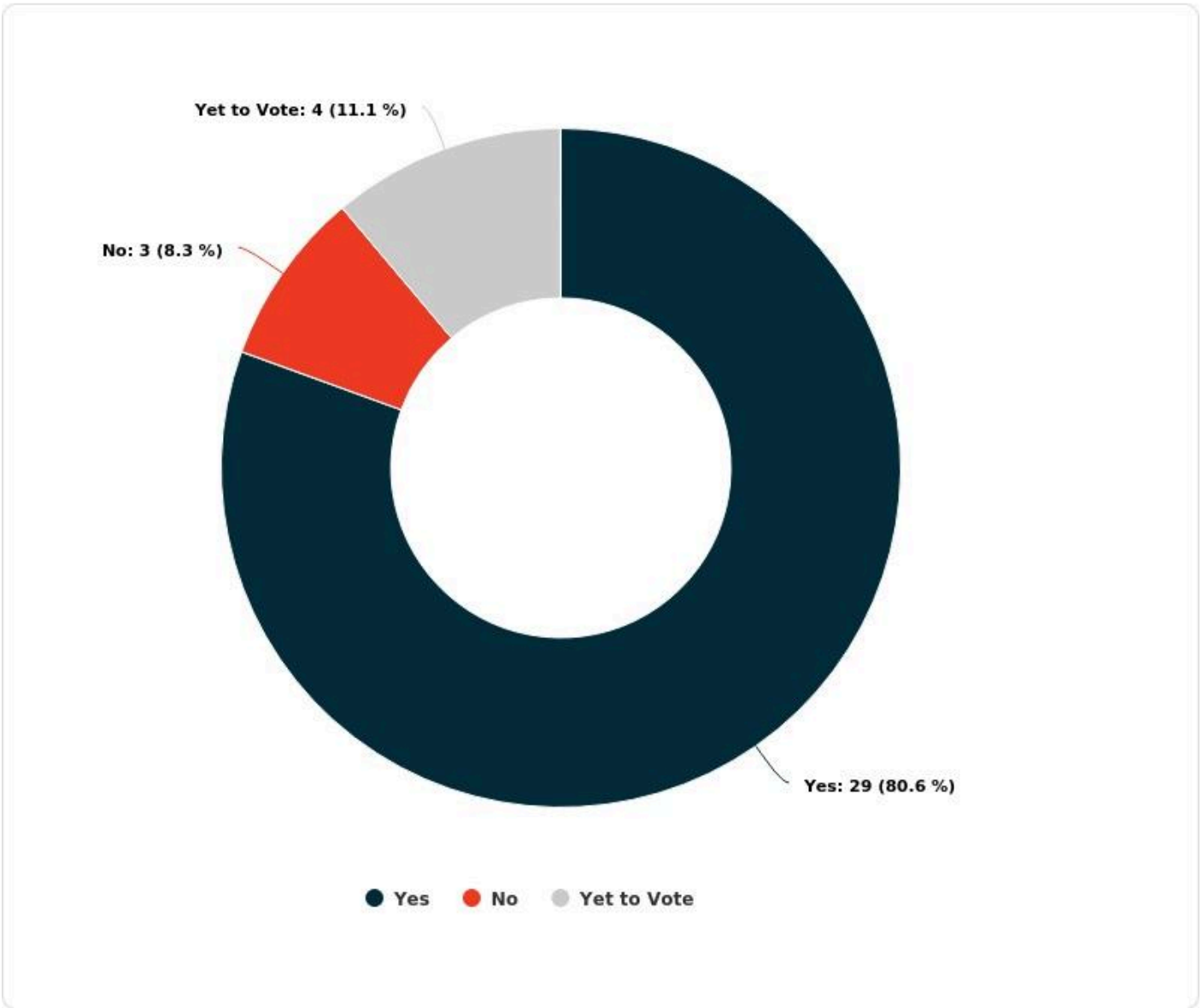
12. Distributing ETU/CEPU and industrial campaign-related material to members of the public and Downer staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?



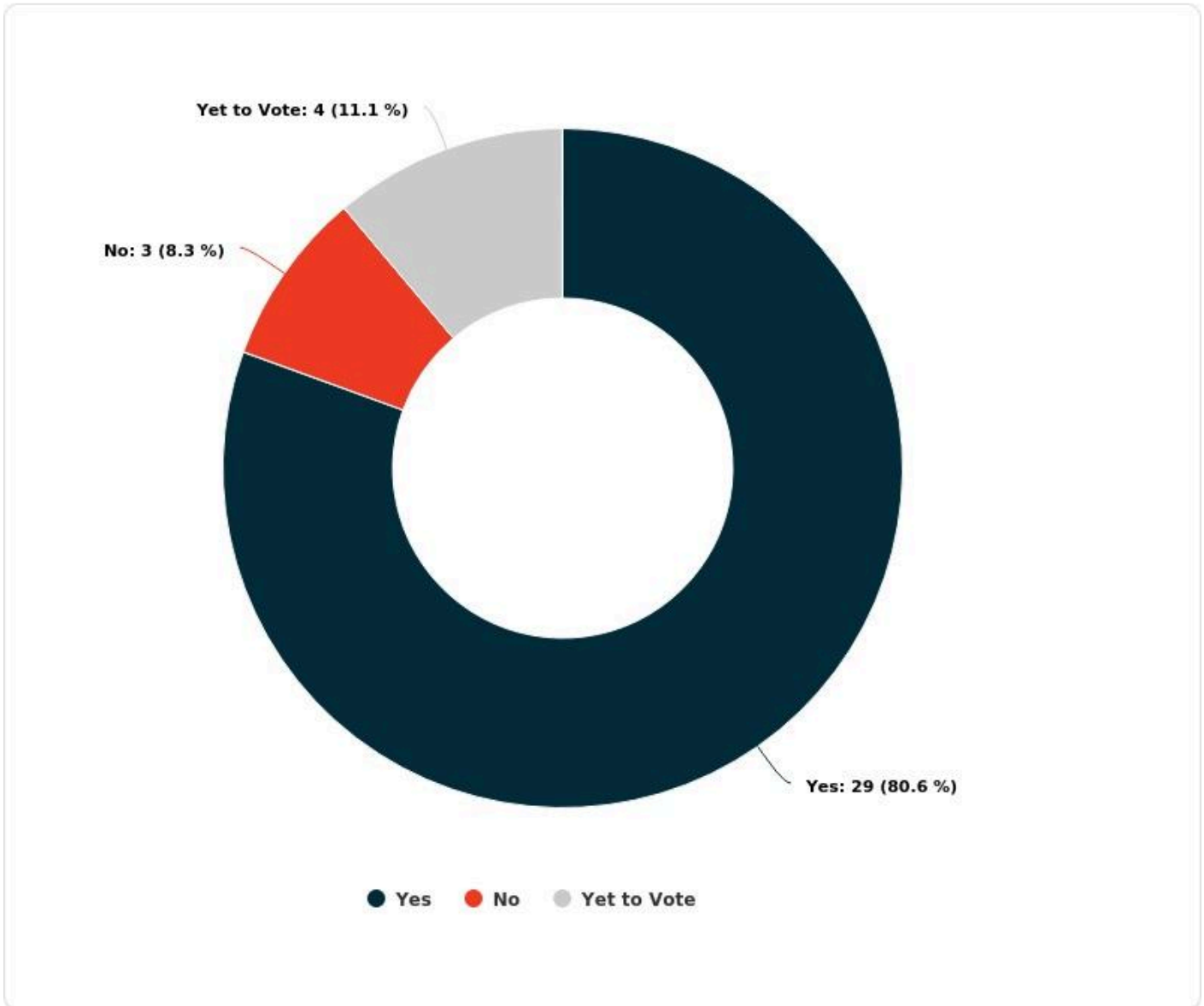
13. During worktime, providing information, in any form, concerning the views of employees about industrial action and the ETU/CEPU campaign for a new enterprise agreement to members of the community including to members of the media?



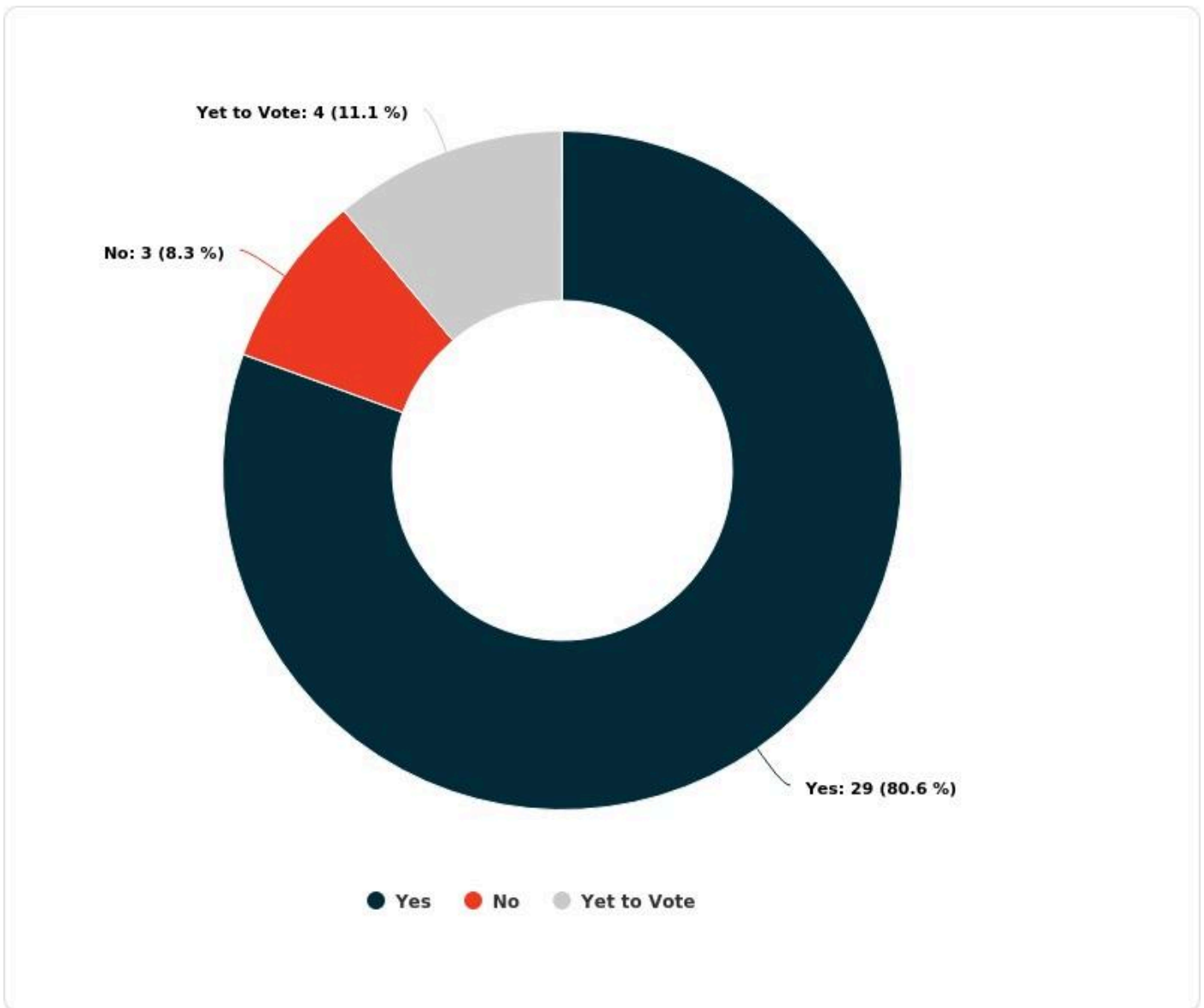
14. Employees only having Meal Breaks (Morning Tea, Lunch, Dinner and Afternoon Tea) in a Downer meal room?



15. An unlimited number of indefinite and/or periodic bans on staff completing e-learning modules?



16. An unlimited number of indefinite and/or periodic bans on the use of battery powered hand tools?



2. Vero Voting Independence Declaration

CEPU v Downer Utilities Australia (PAB B2024/1351) vote has been managed and declared independent of CEPU, Downer Utilities Australia and Fair Work.

No individual vote has been disclosed to CEPU, Downer Utilities Australia or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



Greg Mitchell
Director,

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