



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

**Assa Abloy Entrance Systems Pty Limited, Record Automatic
Doors Pty Ltd
(B2024/158)**

14 March 2024

1. Ballot Result

Total Eligible Voters: 11
Total Participated: 11

11 out of 11 have answered all questions 100.0%

Final Ballot Audit: Thursday, 14 March 2024 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 (B2024/158)**

Voters: 11

Total Participated: 11 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/158) 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 (B2024/158) 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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 - 11 (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 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 and/or periodic bans on overtime?

- Yes - 11 (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 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 or indefinite and/or periodic bans on the use of forklifts?

- Yes - 11 (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 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 and/or periodic bans on paperwork and/or digital reporting?

- Yes - 11 (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 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 and/or periodic bans on performing split shifts?

- Yes - 11 (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 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 and/or periodic bans on performing shift work?

- Yes - 11 (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 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 and/or periodic bans on the use of air compressors?

- Yes - 11 (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 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 and/or periodic bans on reporting job numbers and names on timesheets?

- Yes - 11 (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 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 and/or periodic bans on the use of power tools?

- Yes - 11 (100%)
- No - 0 (0%)



Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action 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 and/or periodic bans on the use of hand tools?

- Yes - 11 (100%)
- No - 0 (0%)



Question 21

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

21. Refusing to apply a company sticker in the course of a door installation/maintenance?

- Yes - 11 (100%)
- No - 0 (0%)



Question 22

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

22. Applying a union sticker in the course of a door installation/maintenance instead of a company sticker?

- Yes - 11 (100%)
- No - 0 (0%)



Question 23

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

23. Otherwise applying a Union sticker on any company equipment in the course of a door installation/maintenance, including when directed against doing so?

- Yes - 11 (100%)
- No - 0 (0%)



Question 24

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

24. An unlimited number of indefinite and/or periodic bans on working with contractors or labour hire?

- Yes - 11 (100%)
- No - 0 (0%)



Question 25

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

25. An unlimited number of indefinite and/or periodic bans on reporting K/M and/or distance travelled?

■ Yes - 11 (100%)

■ No - 0 (0%)



Question 26

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

26. An unlimited number of indefinite and/or periodic bans on the use of vehicles?

■ Yes - 11 (100%)

■ No - 0 (0%)



Question 27

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

27. An unlimited number of indefinite and/or periodic bans on the use of lubricants?

■ Yes - 11 (100%)

■ No - 0 (0%)





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