



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

**Schindler Lifts Australia Pty Ltd
(B2025/1116)**

1 August 2025

1. Ballot Result

Total Eligible Voters: 12
Total Participated: 9

9 out of 12 have answered all questions 75.0%

Final Ballot Audit: Friday, 1 August 2025 at 12.31pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1116)
Voters: 12
Total Participated: 9 (75.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1116) 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 (B2025/1116) 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 authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of stoppages of work for a period of up to 1 hour?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

2. An unlimited number of stoppages of work for a period of up to 4 hours?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work for a period of up 8 hours?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work for a period of up to 24 hours?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work for an indefinite period?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of indefinite or periodic bans on the use of Computers?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of indefinite or periodic bans on the reading of emails?

■ Yes - 9 (100%)

■ No - 0 (0%)



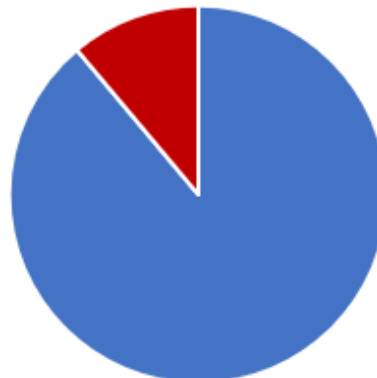
Question 8

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of indefinite or periodic bans on responding to emails?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



Question 9

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of indefinite or periodic bans on reading plans and schematics?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of indefinite or periodic bans on reading standards?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of indefinite or periodic bans on the use of two-way radios?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 12

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of indefinite or periodic bans on using mobile phones for work purposes?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 13

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

13. An unlimited number of indefinite or periodic bans on attendance at company meetings relating to Protected Action?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 14

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

14. An unlimited number of indefinite or periodic bans on the supervision or authorization of contractors?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 15

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of indefinite or periodic bans on contact with the company's managers regarding the Enterprise Agreement included but not limited to reading or replying to the company correspondence or attending company meetings or briefings?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 16

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by supervisors or managers?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 17

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

17. Working strictly in accordance with the companies' policies or directives and not using any initiative in the performance of duties, for a specified period or indefinitely?

- Yes - 9 (100%)
- No - 0 (0%)



Question 18

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of indefinite or periodic bans on attending Call Backs?

- Yes - 9 (100%)
- No - 0 (0%)



Question 19

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

19. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of fault finding?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 20

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

20. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of resetting electrical equipment including generation machines?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 21

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

21. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of overtime?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 22

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

22. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of shift work?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 23

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

23. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of any work outside ordinary hours?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 24

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

24. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on electrical and/or data wiring systems?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 25

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

25. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on the installation of electrical, and/or data systems apparatus and/or equipment?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 26

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

26. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on cable support systems?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 27

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

27. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on cable enclosures, conduits, and accessories?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 28

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

28. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work for testing and/or commissioning of electrical, data and fire system installations and equipment?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 29

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

29. An unlimited number of indefinite or periodic bans on the performance, supervision, or direction of work on energizing the whole, or part, of an electrical installation and/or data installations?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 30

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

30. An unlimited number of indefinite or periodic bans on the use of Elevated Work Platforms (EWPs)?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 31

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

31. An unlimited number of indefinite or periodic bans on the use of ladders?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 32

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

32. An unlimited number of indefinite or periodic bans on the use of test equipment?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 33

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

33. An unlimited number of indefinite or periodic bans on the use of a work vehicle?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 34

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

34. An unlimited number of Indefinite or periodic bans on the use of personal power tools?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 35

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

35. An unlimited number of indefinite or periodic bans on attending call outs or being "on call"?

- Yes - 9 (100%)
- No - 0 (0%)



Question 36

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

36. An unlimited number of indefinite or periodic bans on submitting company invoicing information, paperwork, electronic forms, and/or test sheets?

- Yes - 9 (100%)
- No - 0 (0%)



Question 37

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

37. An unlimited number of bans on the performance, supervision, or direction of work for which the employee is required to leave or remain away from their usual place of residence?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 38

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

38. An unlimited number of indefinite or periodic bans on working alone?

■ Yes - 9 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

