



**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**

**Queensland Breweries Pty Ltd  
(B2025/1146)**

**31 July 2025**

# 1. Ballot Result

Total Eligible Voters: 13

Total Participated: 9

9 out of 13 have answered all questions 69.2%

Final Ballot Audit: Thursday, 31 July 2025 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 (B2025/1146)**

Voters: 13

Total Participated: 9 (69.2%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1146) 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 (B2025/1146) 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, including consecutive stoppages of work, for one (1) hour in duration?

■ 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, including consecutive stoppages of work, for two (2) hours in duration?

■ Yes - 9 (100%)

■ No - 0 (0%)



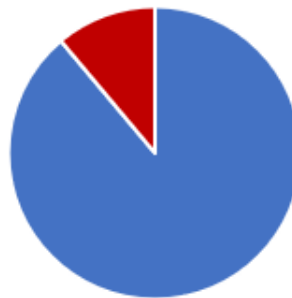
### Question 3

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, including consecutive stoppages of work, for four (4) hours in duration?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



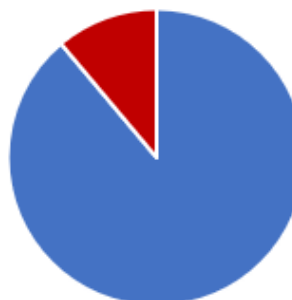
### Question 4

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, including consecutive stoppages of work, for twelve (12) hours in duration?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



## 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, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



## 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 performance of overtime, including pre-shift overtime?

- 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 performing call outs?

■ 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 providing instruction or direction to contractors and/or labour hire employees?

■ Yes - 9 (100%)

■ No - 0 (0%)



## 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 the utilisation of high-risk work licences?

■ 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 using computers to document work?

■ 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 working with Contractors?

■ 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 the performance of work which requires holding a permit or signing on to a permit?

■ 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 of the use of measuring and test equipment, including the usage of results/test sheets?

- 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 of completing planned work orders. Except where a critical task is required due to an imminent risk to a person's safety?

- 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 of the use of personal hand tools?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



## 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 using technology (phones, computers, laptops, tablets, printers, radios, etc.) during normal duties (except for when in an emergency)?

- Yes - 8 (88.9%)
- No - 1 (11.1%)





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