



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

**UGL Solutions Pty Ltd
(B2025/1302)**

2 September 2025

1. Ballot Result

Total Eligible Voters: 19

Total Participated: 16

16 out of 19 have answered all questions 84.2%

Final Ballot Audit: Tuesday, 2 September 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 (B2025/1302)

Voters: 19

Total Participated: 16 (84.2%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/1302) 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 (B2025/1302) 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 against your employer 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 - 16 (100%)

■ No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 two (2) hours in duration?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 four (4) hours in duration?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 eight (8) hours in duration?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, 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 - 16 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 the use of technology such as computers, mobile phones, swipe cards, radios, tablets or similar devices, including the way in which such technology is used (unless for emergency purposes only)?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 being on-call?

- Yes - 16 (100%)
- No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer 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 overtime?

- Yes - 16 (100%)
- No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of any and all protected industrial action against your employer which is authorised by this ballot, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of stoppages of work, including consecutive stoppages of work, a shift length in duration?

■ Yes - 16 (100%)

■ No - 0 (0%)





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