



**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**

**Downer Utilities Australia Pty Ltd  
(B2025/360)**

**21 March 2025**

# 1. Ballot Result

Total Eligible Voters: 22  
Total Participated: 22

22 out of 22 have answered all questions 100.0%

Final Ballot Audit: Friday, 21 March 2025 at 12.05 pm AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/360)**  
Voters: 22  
Total Participated: 22 (100.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/360) 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 (B2025/360) 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 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 - 22 (100.0%)
- No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you authorise 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?

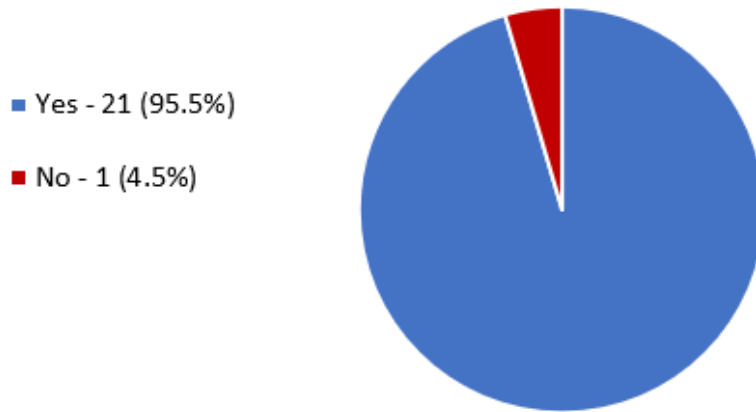
- Yes - 22 (100.0%)
- No - 0 (0%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you authorise 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:

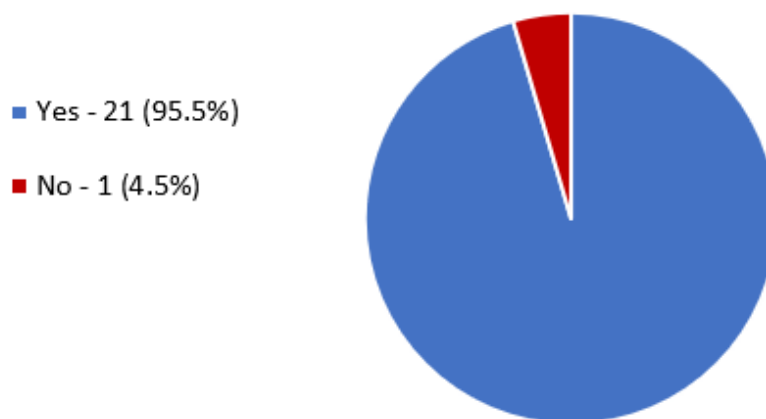
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?



### Question 4

In support of reaching an enterprise agreement with your employer, do you authorise 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?

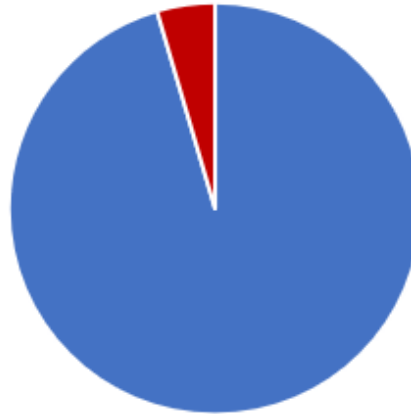


## Question 5

In support of reaching an enterprise agreement with your employer, do you authorise 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 twelve (12) hours in duration?

- Yes - 21 (95.5%)
- No - 1 (4.5%)

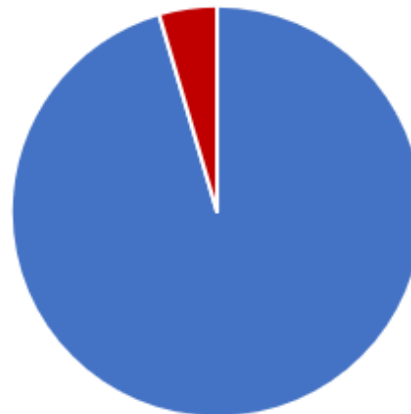


## Question 6

In support of reaching an enterprise agreement with your employer, do you authorise 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 stoppages of work, including consecutive stoppages of work, for twenty four (24) hours in duration?

- Yes - 21 (95.5%)
- No - 1 (4.5%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

