



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

**Cape Flattery Silica Mines Pty Ltd
(B2025/627)**

2 May 2025

1. Ballot Result

Total Eligible Voters: 4

Total Participated: 4

4 out of 4 have answered all questions 100.0%

Final Ballot Audit: Friday, 2 May 2025 at 02.20 pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/627)

Voters: 4

Total Participated: 4 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/627) 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 (B2025/627) 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) minute in duration?

■ Yes - 4 (100.0%)

■ 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 one (1) hour in duration?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



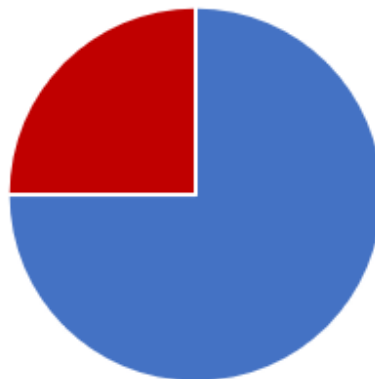
Question 3

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 twenty-four (24) hours in duration?

■ Yes - 3 (75.0%)

■ No - 1 (25.0%)



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 indefinite or periodic bans on the performance of overtime?

■ Yes - 4 (100.0%)

■ 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 indefinite or periodic bans on the performance of pre-shift overtime?

■ Yes - 4 (100.0%)

■ 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 performing call outs?

■ Yes - 4 (100.0%)

■ 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 working with, training and providing instruction or direction to contractors and/or labour hire employees?

■ Yes - 4 (100.0%)

■ 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 the utilisation of high-risk work licenses?

■ Yes - 4 (100.0%)

■ 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 indefinite or periodic bans on the performance of working additional shifts outside of the normal roster?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 10

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:

10. An unlimited Number of indefinite or periodic bans on being flexible when taking meal and rest breaks?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 11

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:

11. An unlimited Number of indefinite or periodic bans on the using Computers to document work?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 12

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:

12. An unlimited Number of indefinite or periodic bans on de-isolating?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 13

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:

13. An unlimited number of indefinite or periodic bans on holding permits and/or signing on to permits?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 14

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:

14. An unlimited number of indefinite or periodic bans of the use of measuring and test equipment, including the usage of results/test sheets?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 15

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:

15. An unlimited number of indefinite or periodic bans of accessing the live plant?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 16

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:

16. An unlimited number of indefinite or periodic bans of driving vehicles?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 17

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:

17. An unlimited number of indefinite or periodic bans of completing planned work orders?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 18

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:

18. An unlimited number of indefinite or periodic bans on ascending or descending stairs and ladders of more than three treads/rungs?

- Yes - 4 (100.0%)
- No - 0 (0%)



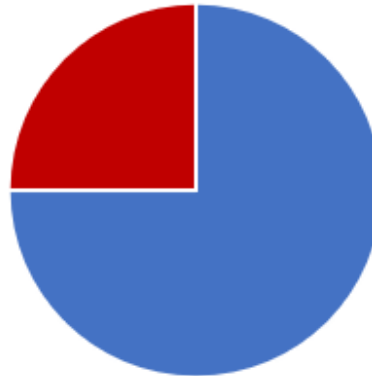
Question 19

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:

19. An unlimited number of indefinite or periodic bans of the use of personal hand tools?

■ Yes - 3 (75.0%)

■ No - 1 (25.0%)



Question 20

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:

20. An unlimited number of indefinite or periodic bans on performing work by means of Rope Access, or Rope Access work?

■ Yes - 4 (100.0%)

■ No - 0 (0%)



Question 21

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:

21. An unlimited number of indefinite or periodic bans on the use or completion of paperwork?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 22

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:

22. An unlimited number of indefinite or periodic bans on the use of technology including phones, radios, computers, and tablets for all work?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 23

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:

23. An unlimited number of indefinite or periodic bans on work on export shipping?

- Yes - 4 (100.0%)
- No - 0 (0%)



Question 24

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:

24. An unlimited number of indefinite or periodic bans on the operation of heavy machinery?

- Yes - 4 (100.0%)
- No - 0 (0%)





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