



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
(CEPU)**

v

**MSF Sugar Pty Ltd
(B2025/644)**

8 May 2025

1. Ballot Result

Total Eligible Voters: 3
Total Participated: 3

3 out of 3 have answered all questions 100.0%

Final Ballot Audit: Thursday, 8 May 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**
Voters: 3
Total Participated: 3 (100.0%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot 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 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 - 3 (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 - 3 (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 - 3 (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, including consecutive stoppages of work, for eight (8) hours in duration?

■ Yes - 3 (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, including consecutive stoppages of work, for twelve (12) hours in duration?

- Yes - 3 (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 stoppages of work, including consecutive stoppages of work, of the entire shift duration?

- Yes - 3 (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 stoppages of work, including consecutive stoppages of work, for Forty-eight (48) hours in duration?

■ Yes - 3 (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 the performance of overtime?

■ Yes - 3 (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 performing call outs?

■ Yes - 3 (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 the utilization of high-risk work licences?

■ Yes - 3 (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 performance of working additional shifts outside the normal roster?

- Yes - 3 (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 use of computers and or technology including mobile phones and two way radio's?

- Yes - 3 (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 the use of keys (including locks for doors, vehicles, personal isolation locks and electronic swipe keys)?

■ Yes - 3 (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 working with, or providing instruction or direction to, Contractors?

■ Yes - 3 (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 attendance of workplace meetings (including toolbox meetings)?

■ Yes - 3 (100%)

■ No - 0 (0%)





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