



**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**

**TK Elevator Australia Pty Ltd  
(B2025/937)**

**7 July 2025**

# 1. Ballot Result

Total Eligible Voters: 35  
Total Participated: 28

28 out of 35 have answered all questions 80.0%

Final Ballot Audit: Monday, 7 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 (B2025/937)**  
Voters: 35  
Total Participated: 28 (80.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/937) 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 (B2025/937) 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 authorized 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 - 28 (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 authorized 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 2 hours in duration?

■ Yes - 28 (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 authorized 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 4 hours in duration?

■ Yes - 28 (100%)

■ No - 0 (0%)



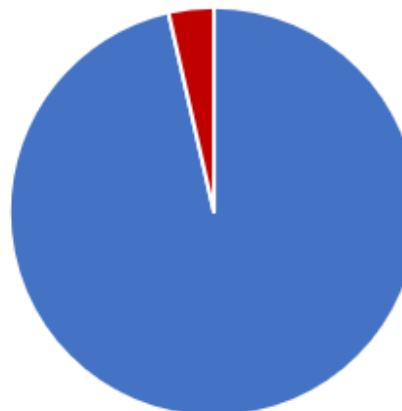
## Question 4

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 authorized 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 24 hours in duration?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)

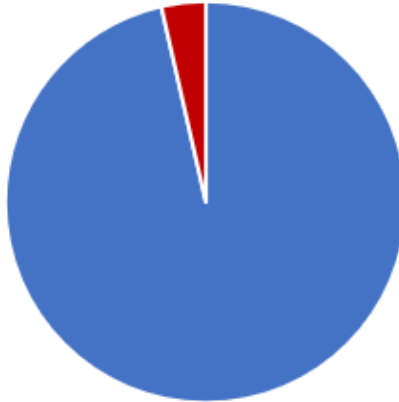


## Question 5

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on submitting paperwork and electronic data with the exception of time records?

- Yes - 27 (96.4%)
- No - 1 (3.6%)

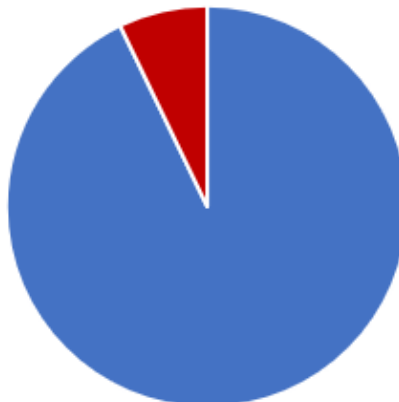


## Question 6

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on travelling in more than one direction on false cars/platforms (either up or down only)?

- Yes - 26 (92.9%)
- No - 2 (7.1%)



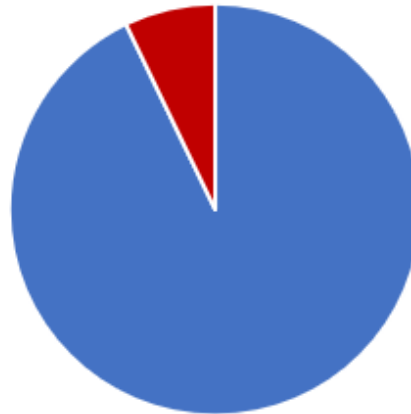
## Question 7

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

7. An indefinite or periodic modification of installation practices so to install only left-hand rails for car and counterweights?

■ Yes - 26 (92.9%)

■ No - 2 (7.1%)



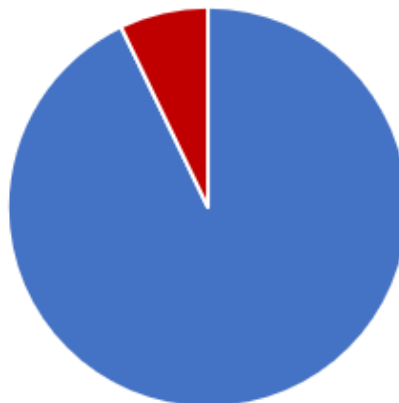
## Question 8

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on answering phone calls or responding to SMS messages?

■ Yes - 26 (92.9%)

■ No - 2 (7.1%)



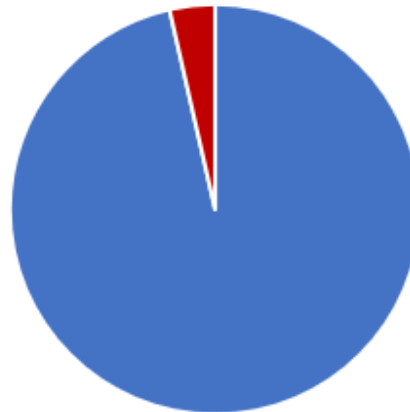
## Question 9

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on working overtime?

■ Yes - 27 (96.4%)

■ No - 1 (3.6%)



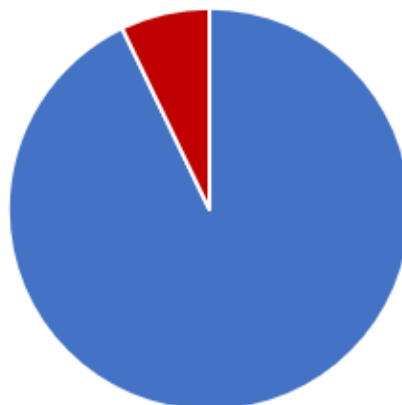
## Question 10

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on performing work on particular sites?

■ Yes - 26 (92.9%)

■ No - 2 (7.1%)

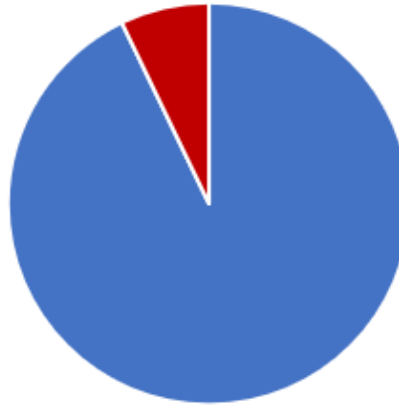


## Question 11

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on charging mobile phones at home?

- Yes - 26 (92.9%)
- No - 2 (7.1%)

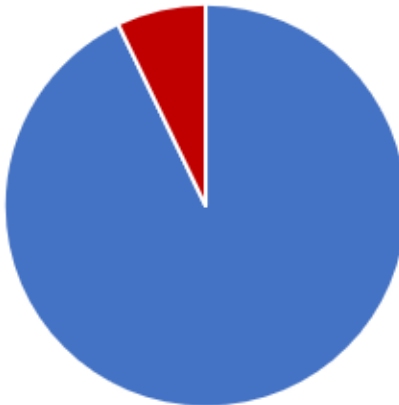


## Question 12

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on using mobile phones and/or computers?

- Yes - 26 (92.9%)
- No - 2 (7.1%)



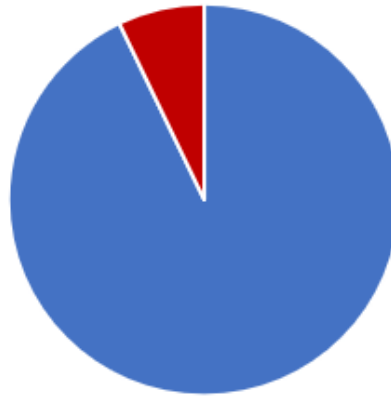


## Question 13

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on entering PIN numbers associated with company cards?

- Yes - 26 (92.9%)
- No - 2 (7.1%)

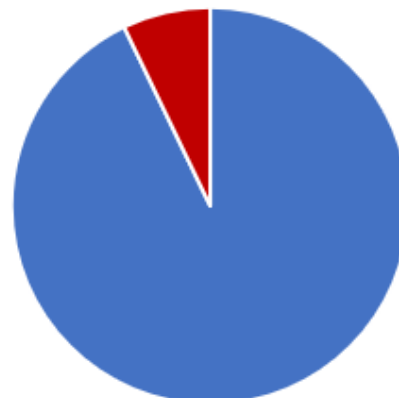


## Question 14

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 authorized by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on work for particular clients?

- Yes - 26 (92.9%)
- No - 2 (7.1%)





(08) 6314 0580

[info@civs.com.au](mailto:info@civs.com.au)

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

