



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Viterra Operations Pty Limited T/A Viterra

(B2024/48)

6 February 2024

1. Ballot Result

Total Eligible Voters: 39
Total Participated: 39

39 out of 39 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 6 February 2024 at 11.35am AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/48)
Voters: 39
Total Participated: 39 (100.0%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/48) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/48) 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

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of one hour duration?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of four hours duration?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work of eight hours duration?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of 12 hours duration?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work of 24 hours duration?

- Yes - 39 (100%)
- No - 0 (0%)



Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on loading vessels inside the spread of hours?

- Yes - 39 (100%)
- No - 0 (0%)



Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on loading vessels outside the spread of hours?

■ Yes - 39 (100%)

■ No - 0 (0%)



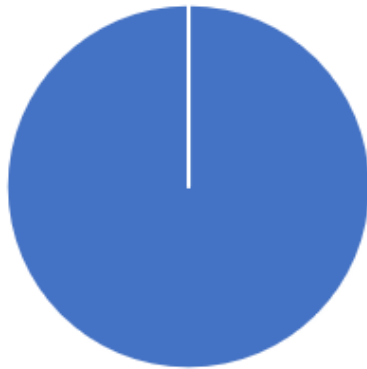
Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on the loading of Viterra vessel inside the spread of hours?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 9

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on the loading of any vessel on Public Holidays?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 10

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

10. An unlimited number of bans on the performance of work on night shift?

■ Yes - 39 (100%)

■ No - 0 (0%)



Question 11

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

11. An unlimited number of bans on the performance of work on weekends?

- Yes - 39 (100%)
- No - 0 (0%)



Question 12

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

12. An unlimited number of bans on the performance of hot seat changeovers?

- Yes - 39 (100%)
- No - 0 (0%)



Question 13

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on travelling for work outside of an employee's home port?

- Yes - 39 (100%)
- No - 0 (0%)



Question 14

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

14. An unlimited number of bans on the loading of any vessel while any other employee whose employment will be covered by this agreement is on a meal or other break?

- Yes - 39 (100%)
- No - 0 (0%)



Question 15

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

15. An unlimited number of bans on the loading of vessels with more than one boom?

- Yes - 39 (100%)
- No - 0 (0%)



Question 16

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

16. An unlimited number of bans on the performance of HMC washdowns?

- Yes - 39 (100%)
- No - 0 (0%)



Question 17

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

17. An unlimited number of bans on the loading of any vessel for a period of two hours commencing at the time the grain terminal indicate they are ready to start loading a vessel?

- Yes - 39 (100%)
- No - 0 (0%)



Question 18

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

18. An unlimited number of bans on the loading of any Viterra vessel for a period of two hours commencing at the time the grain terminal indicate they are ready to start loading a vessel?

- Yes - 39 (100%)
- No - 0 (0%)



Question 19

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with Viterra, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

19. An unlimited number of bans on the use of compressed air for cleaning?

■ Yes - 39 (100%)

■ No - 0 (0%)





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