



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# **Declaration of Result**

## **Protected Action Ballot**

**Construction, Forestry and Maritime Employees Union**

**v**

**Teekay Shipping (Australia) Pty Ltd**

**(B2025/1156)**

**1 August 2025**

# 1. Ballot Result

Total Eligible Voters: 163  
Total Participated: 155

155 out of 163 have answered all questions 95.1%

Final Ballot Audit: Friday, 1 August 2025 at 12.10 pm AWST

*Diagram 1: Final Vote Participation*

<b>Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1156)</b> Voters: 163 Total Participated: 155 (95.1%)
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## 2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1156) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1156) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

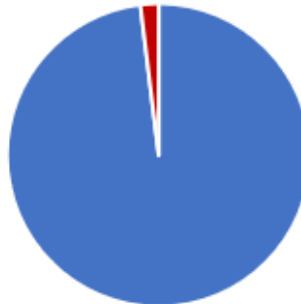
#### Question 1

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 Teekay Shipping (Australia) Pty Ltd, 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 for 1 hour duration?

■ Yes - 152 (98.1%)

■ No - 3 (1.9%)



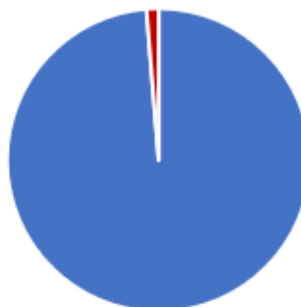
#### Question 2

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 Teekay Shipping (Australia) Pty Ltd, 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 for 4 hours duration?

■ Yes - 153 (98.7%)

■ No - 2 (1.3%)



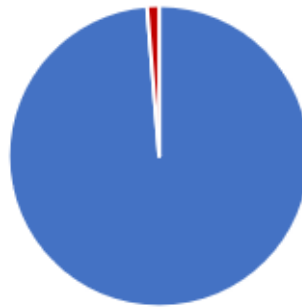
### Question 3

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 Teekay Shipping (Australia) Pty Ltd, 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 for 24 hours duration?

■ Yes - 153 (98.7%)

■ No - 2 (1.3%)



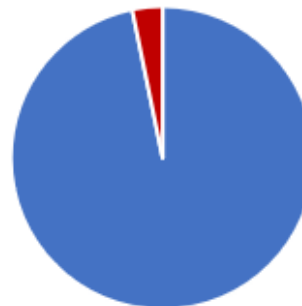
### Question 4

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 Teekay Shipping (Australia) Pty Ltd, 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 for 7 days duration?

■ Yes - 150 (96.8%)

■ No - 5 (3.2%)

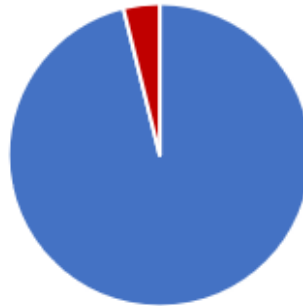


## Question 5

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 Teekay Shipping (Australia) Pty Ltd, 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 for 28 days duration?

- Yes - 149 (96.1%)
- No - 6 (3.9%)

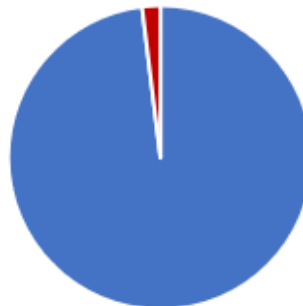


## Question 6

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

6. An unlimited number of bans on deck and engine room preventative maintenance and/or fabric maintenance and/or engine room cleaning?

- Yes - 152 (98.1%)
- No - 3 (1.9%)



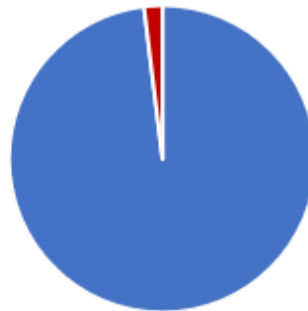
## Question 7

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

7. An unlimited number of bans on crane operations?

■ Yes - 152 (98.1%)

■ No - 3 (1.9%)



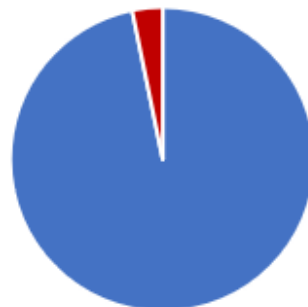
## Question 8

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 Teekay Shipping (Australia) Pty Ltd, 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 preparation of hot meals?

■ Yes - 150 (96.8%)

■ No - 5 (3.2%)

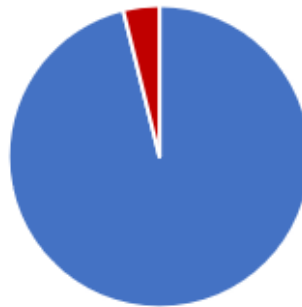


## Question 9

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

9. An unlimited number of bans on washing, cleaning and laundry service?

- Yes - 149 (96.1%)
- No - 6 (3.9%)

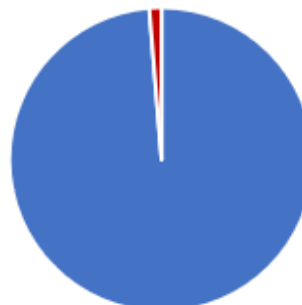


## Question 10

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

10. An unlimited number of bans on boat operations?

- Yes - 153 (98.7%)
- No - 2 (1.3%)



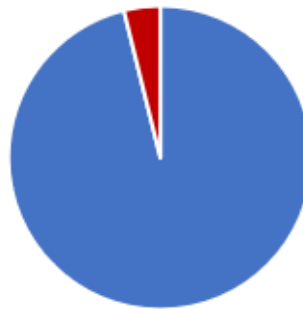
## Question 11

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

11. An unlimited ban on recreational and personnel boat transfers?

■ Yes - 149 (96.1%)

■ No - 6 (3.9%)



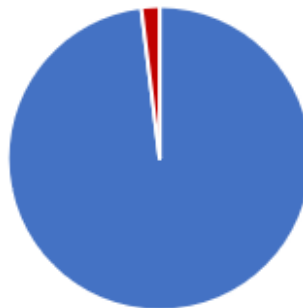
## Question 12

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

12. An unlimited number of bans of training employees, contractors or any other person/s (excluding Trainee Integrated Ratings, Deck Cadets, Engineer Cadets)?

■ Yes - 152 (98.1%)

■ No - 3 (1.9%)



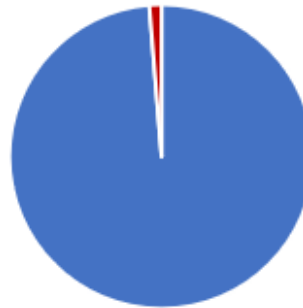


## Question 13

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

13. An unlimited number of bans on meetings with shore-based management unless a union organiser or official is present?

- Yes - 153 (98.7%)
- No - 2 (1.3%)

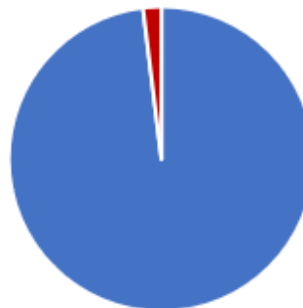


## Question 14

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 Teekay Shipping (Australia) Pty Ltd, authorise protected industrial action which may be taken separately, concurrently, and/or consecutively in the form of:

14. An unlimited number of bans on working longer than 8 hours in any 24-hour period?

- Yes - 152 (98.1%)
- No - 3 (1.9%)



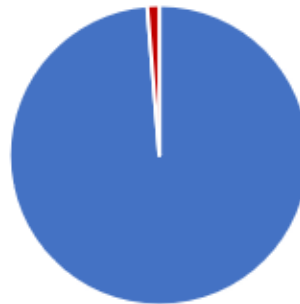
## Question 15

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 Teekay Shipping (Australia) Pty Ltd, 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 undertaking of any client/vessel taskings, line handling and/or the facilitation of any drills and/or training unless shipboard management have given all on duty crew a schedule of the proposed taskings which lists the vessel, more than 96 hours prior to the commencement of the operation?

■ Yes - 153 (98.7%)

■ No - 2 (1.3%)





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