



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Fremantle Port Authority

(B2025/1305)

8 September 2025

1. Ballot Result

Total Eligible Voters: 11
Total Participated: 11

11 out of 11 have answered all questions 100.0%

Final Ballot Audit: Monday, 8 September 2025 at 2.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1305)
Voters: 11
Total Participated: 11 (100.0%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1305) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1305) 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 Fremantle Port Authority, 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 (1) hour duration which may be organised or arranged in consecutive periods?

- Yes - 11 (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 Fremantle Port Authority, 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 (4) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 11 (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 Fremantle Port Authority, 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 six (6) hours' duration which may be organised or arranged in consecutive periods?

■ Yes - 11 (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 Fremantle Port Authority, 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 twelve (12) hours' duration which may be organised or arranged in consecutive periods?

■ Yes - 11 (100%)

■ No - 0 (0%)

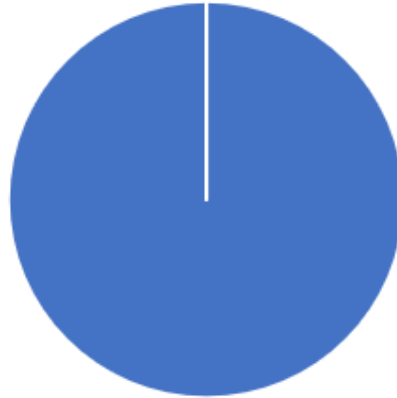


Question 5

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 Fremantle Port Authority, 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 twenty-four (24) hours' duration which may be organised or arranged in consecutive periods?

- Yes - 11 (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 Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work of seven (7) days' duration which may be organised or arranged in consecutive periods?

- Yes - 11 (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 Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of stoppages of work of twenty-eight (28) days' duration which may be organised or arranged in consecutive periods?

- Yes - 11 (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 Fremantle Port Authority, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on participation in "Goal Plans and Performance Review" meetings?

- Yes - 11 (100%)
- No - 0 (0%)





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