



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Pilbara Ports Authority

B2025/1326

9 September 2025

1. Ballot Result

Total Eligible Voters: 12
Total Participated: 12

12 out of 12 have answered all questions 100%

Final Ballot Audit: Tuesday, 9 September 2025 at 2.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/1326)
Voters: 12
Total Participated: 12 (100.0%)

2. CiVS Independence Declaration

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

The Construction, Forestry and Maritime Employees Union 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

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 Pilbara Ports, 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 1 hour duration?

- Yes - 12 (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 Pilbara Ports, 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 4 hours duration?

- Yes - 12 (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 Pilbara Ports, 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 8 hours duration?

■ Yes - 11 (91.7%)

■ No - 1 (8.3%)



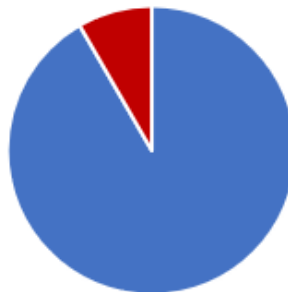
Question 4

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 Pilbara Ports, 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 - 11 (91.7%)

■ No - 1 (8.3%)

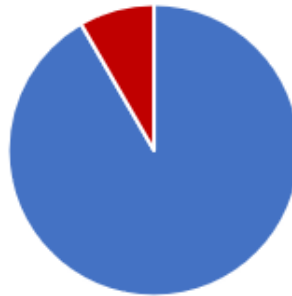


Question 5

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 Pilbara Ports, 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 - 11 (91.7%)
- No - 1 (8.3%)



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 Pilbara Ports, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the performance of any work by day workers in excess of 38 ordinary hours in a week?

- Yes - 12 (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 Pilbara Ports, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on attending for work by shift workers outside of rostered shifts?

- Yes - 12 (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 Pilbara Ports, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on attending for work when recalled to duty?

- Yes - 12 (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 Pilbara Ports, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

9. An unlimited number of bans on attending for work while on call?

■ Yes - 12 (100%)

■ No - 0 (0%)





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