



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

Flinders Adelaide Container Terminal Pty Ltd

(B2025/897)

30 June 2025

1. Ballot Result

Total Eligible Voters: 271
Total Participated: 266

266 out of 271 have answered all questions 98.2%

Final Ballot Audit: Monday, 30 June 2025 at 12.35pm AWST

Diagram 1: Final Vote Participation

**Construction, Forestry and Maritime Employees Union
Protected Action Ballot (B2025/897)**
Voters: 271
Total Participated: 266 (98.2%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/897) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2025/897) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

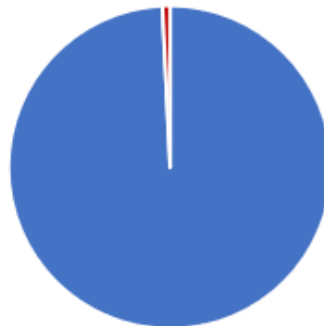
Question 1

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 Flinders Adelaide Container Terminal, 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 - 264 (99.2%)

■ No - 2 (0.8%)



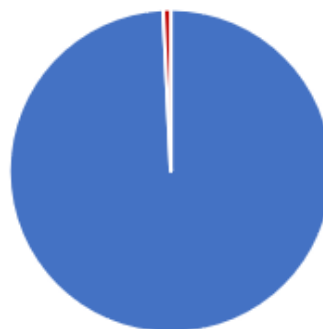
Question 2

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 Flinders Adelaide Container Terminal, 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 - 264 (99.2%)

■ No - 2 (0.8%)



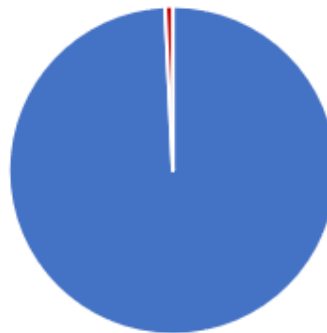
Question 3

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 Flinders Adelaide Container Terminal, 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 - 264 (99.2%)

■ No - 2 (0.8%)



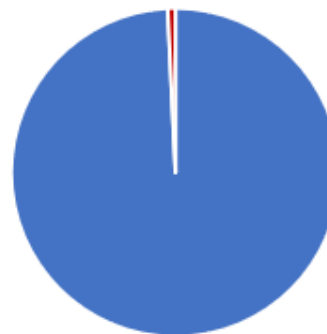
Question 4

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 Flinders Adelaide Container Terminal, 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 - 264 (99.2%)

■ No - 2 (0.8%)

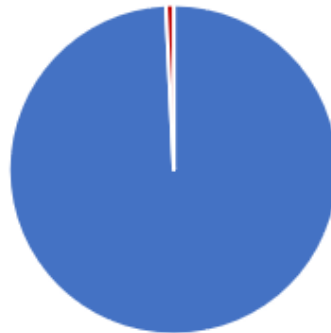


Question 5

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 Flinders Adelaide Container Terminal, 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 - 264 (99.2%)
- No - 2 (0.8%)

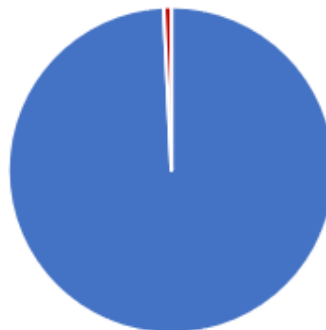


Question 6

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 Flinders Adelaide Container Terminal, 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 while any other employee whose employment will be covered by the proposed agreement is on a meal or other break?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

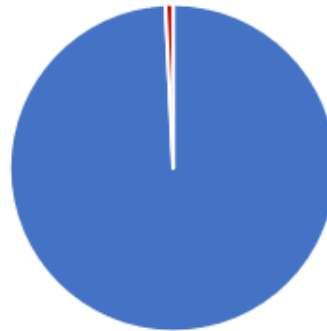


Question 7

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on the performance of shift extensions?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

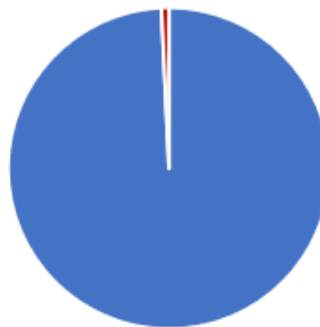


Question 8

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 Flinders Adelaide Container Terminal, 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 performance of preparatory starts?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

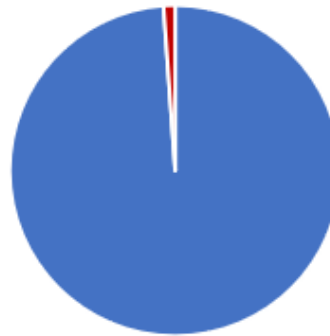


Question 9

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 Flinders Adelaide Container Terminal, 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 performance of upgrades other than upgrades of 1 grade above an employee's grade?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

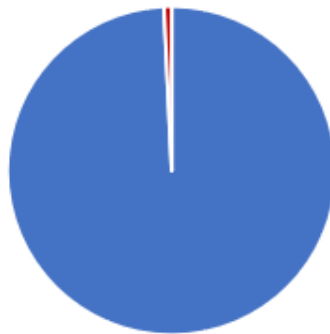


Question 10

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 Flinders Adelaide Container Terminal, 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 any shift that does not commence at 0600, 1400 or 2200?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

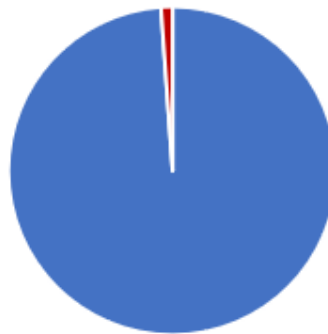


Question 11

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 Flinders Adelaide Container Terminal, 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 any work on any CMA or ANL vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

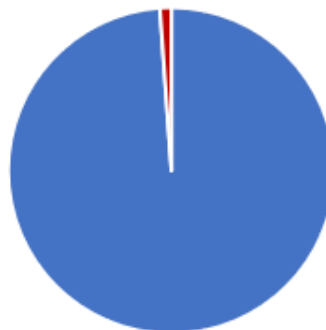


Question 12

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 Flinders Adelaide Container Terminal, 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 any work on any Maersk vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

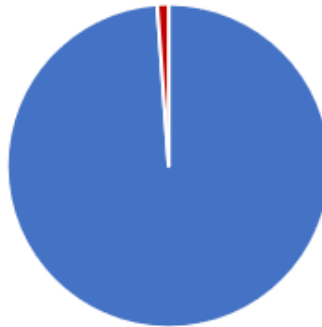


Question 13

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

13. An unlimited number of bans on the performance of any work on any MSC vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

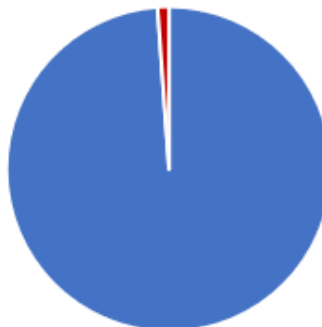


Question 14

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 Flinders Adelaide Container Terminal, 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 performance of any work on any OOCL vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

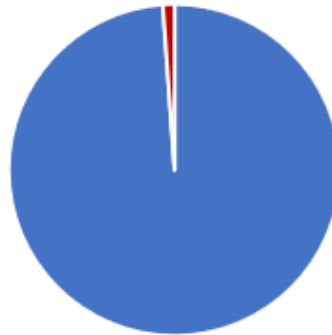


Question 15

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 Flinders Adelaide Container Terminal, 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 performance of any work on any ONE vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

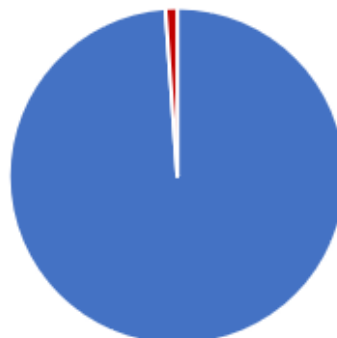


Question 16

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 Flinders Adelaide Container Terminal, 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 any work on any PIL vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

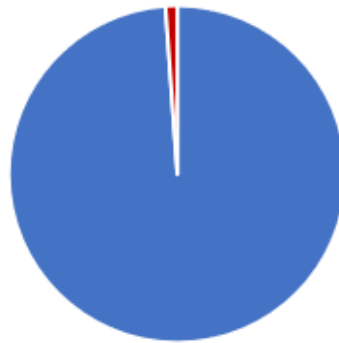


Question 17

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 Flinders Adelaide Container Terminal, 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 performance of any work on any HLC vessels for a period of 8 hours commencing from the vessel pilot time?

- Yes - 263 (98.9%)
- No - 3 (1.1%)

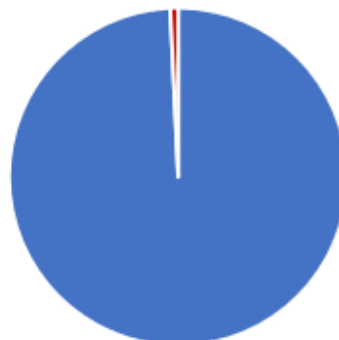


Question 18

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

18. An unlimited number of bans on answering phone calls and responding to emails from the FACT Depot?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

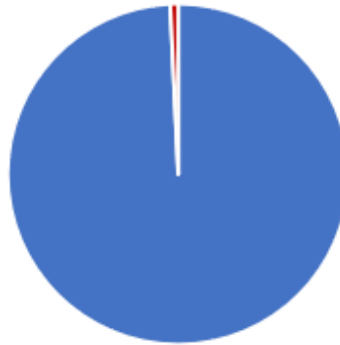


Question 19

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

19. An unlimited number of bans on answering phone calls and responding to emails from FWD?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

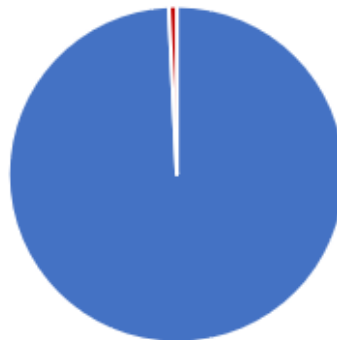


Question 20

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

20. An unlimited number of bans on decking or collecting containers from FWD interface grids?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

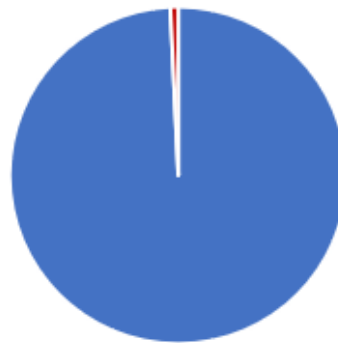


Question 21

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

21. An unlimited number of bans on decking or collecting containers from FACT Depot interface grids?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

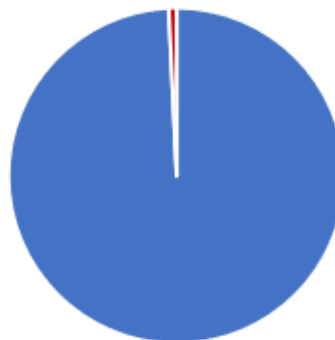


Question 22

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

22. An unlimited number of bans on decking or collecting containers from Qube interface grids?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

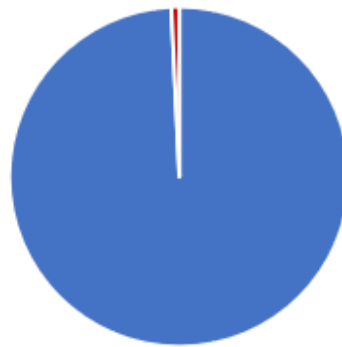


Question 23

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

23. An unlimited number of bans on collecting export containers from the rail siding?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

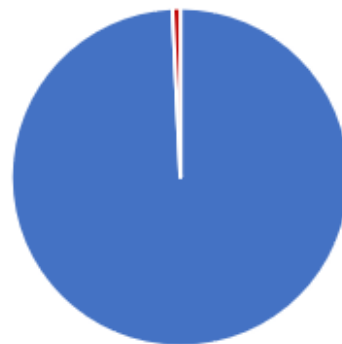


Question 24

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

24. An unlimited number of bans on the use of any nominated Road Train Lanes?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

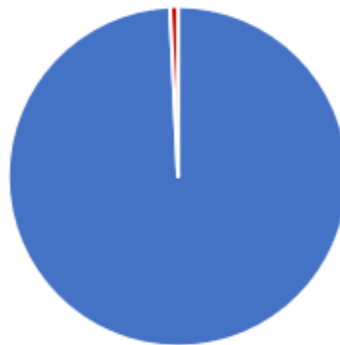


Question 25

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

25. An unlimited number of bans on boom-ups, boom-downs and moving cranes between 1730 and 1830?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

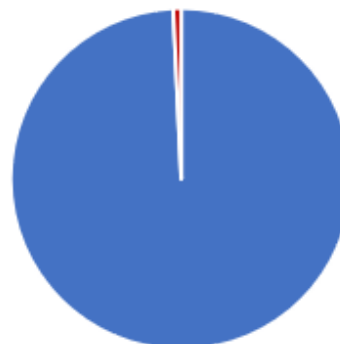


Question 26

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

26. An unlimited number of bans on boom-ups, boom-downs and moving cranes between 0530 and 0630?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

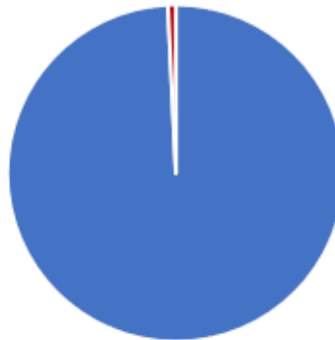


Question 27

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

27. An unlimited number of bans on work on breakdowns during rest breaks or meal breaks?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

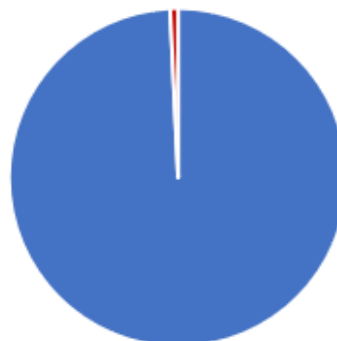


Question 28

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

28. An unlimited number of bans on the performance of any work involving rope changes during overtime and/or extra work?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

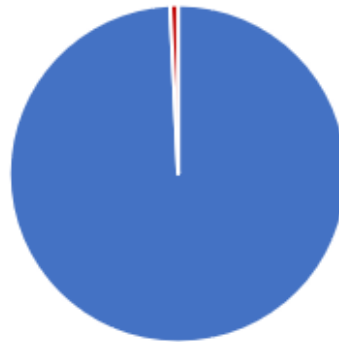


Question 29

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

29. An unlimited number of bans on the performance of any work on FWD equipment or machinery?

- Yes - 264 (99.2%)
- No - 2 (0.8%)

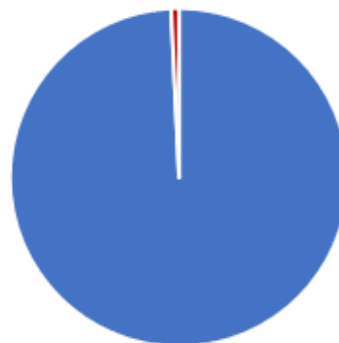


Question 30

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 Flinders Adelaide Container Terminal, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

30. An unlimited number of bans on answering work calls from supervisors?

- Yes - 264 (99.2%)
- No - 2 (0.8%)





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