



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Construction, Forestry and Maritime Employees Union &
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Co-Operative Bulk Handling Ltd T/A Co-Operative Bulk Handling
(B2025/963)**

15 July 2025

1. Ballot Result

Total Eligible Voters: 118

Total Participated: 110

110 out of 118 have answered all questions 93.2%

Final Ballot Audit: Tuesday, 15 July 2025 at 02.05 pm AWST

Diagram 1: Final Vote Participation

**Construction, Forestry and Maritime Employees Union & Communications,
Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied
Services Union of Australia Protected Action Ballot (B2025/963)**

Voters: 118

Total Participated: 110 (93.2%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union & Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/963) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union & Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2025/963) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

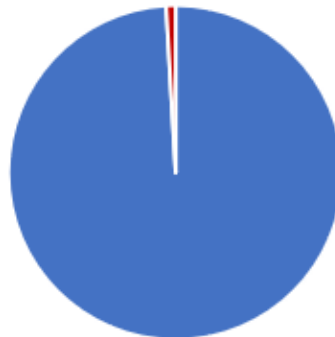
Question 1

'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 CBH, 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 - 109 (99.1%)

■ No - 1 (0.9%)



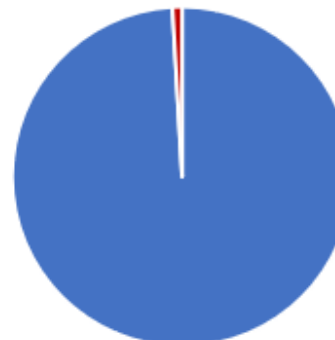
Question 2

'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 CBH, 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 six (6) hours' duration which may be organised or arranged in consecutive periods?

■ Yes - 109 (99.1%)

■ No - 1 (0.9%)



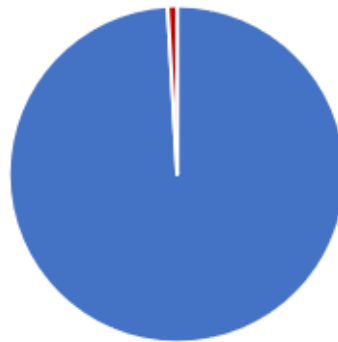
Question 3

'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 CBH, 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 twelve (12) hours' duration which may be organised or arranged in consecutive periods?

■ Yes - 109 (99.1%)

■ No - 1 (0.9%)



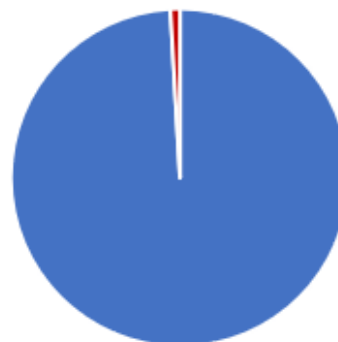
Question 4

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

■ Yes - 109 (99.1%)

■ No - 1 (0.9%)



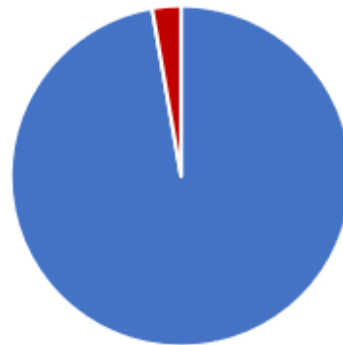
Question 5

'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 CBH, 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 seven (7) days' duration which may be organised or arranged in consecutive periods?

■ Yes - 107 (97.3%)

■ No - 3 (2.7%)



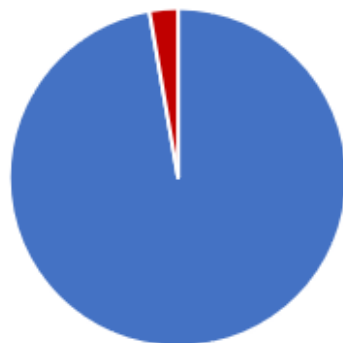
Question 6

'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 CBH, 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 twenty-eight (28) days' duration which may be organised or arranged in consecutive periods?

■ Yes - 107 (97.3%)

■ No - 3 (2.7%)

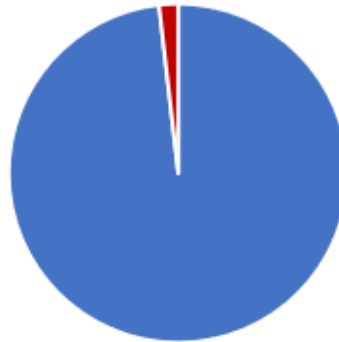


Question 7

'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 CBH, 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 unloading/loading of rail wagons?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

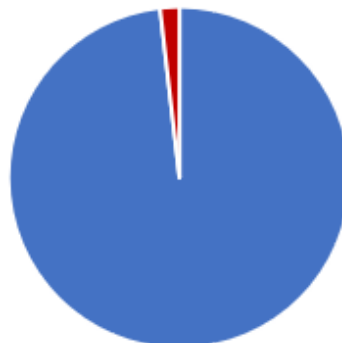


Question 8

'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 CBH, 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 any sampling duties involving grain being in-loaded?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

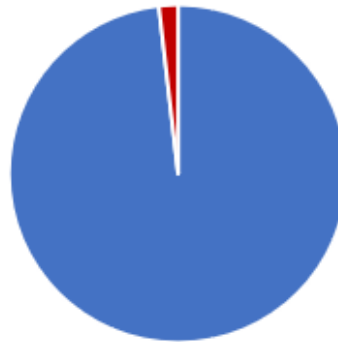


Question 9

'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 CBH, 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 unloading/loading of road trucks?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

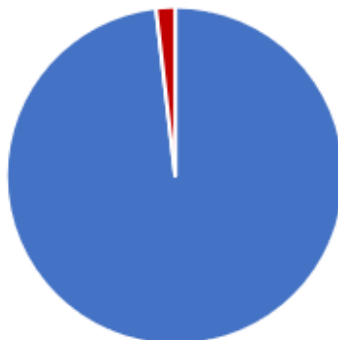


Question 10

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

10. An unlimited number of bans on tasks related to Authorised Officer duties?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

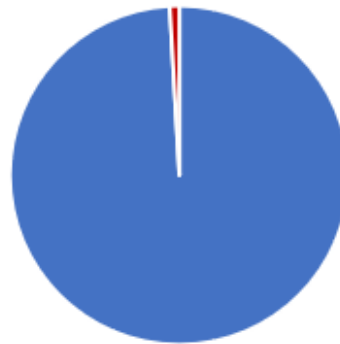


Question 11

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

11. An unlimited number of bans on acting as a relief supervisor?

- Yes - 109 (99.1%)
- No - 1 (0.9%)

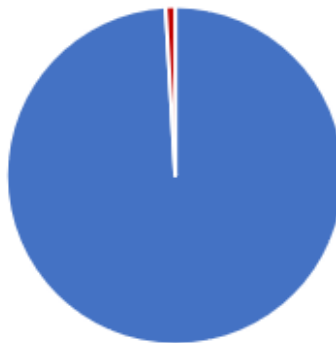


Question 12

'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 CBH, 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 "Night Shift in Charge" duties?

- Yes - 109 (99.1%)
- No - 1 (0.9%)



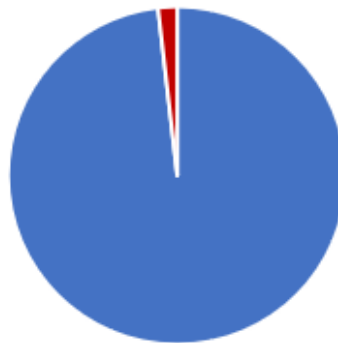
Question 13

'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 CBH, 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 Control Room duties, excluding the performance of emergency evacuation duties?

■ Yes - 108 (98.2%)

■ No - 2 (1.8%)



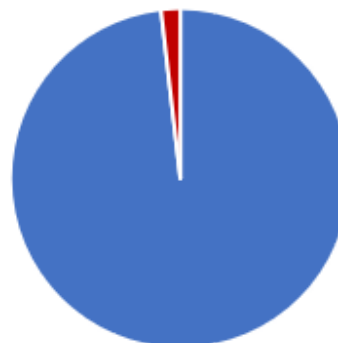
Question 14

'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 CBH, 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 sampling duties on the 4th floor of KGT main silo?

■ Yes - 108 (98.2%)

■ No - 2 (1.8%)

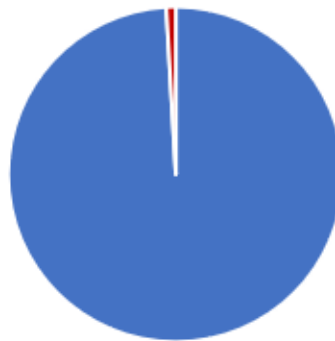


Question 15

'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 CBH, 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 Pest Control duties, excluding the taking of daily gas readings while a cell is under fumigation.?

- Yes - 109 (99.1%)
- No - 1 (0.9%)

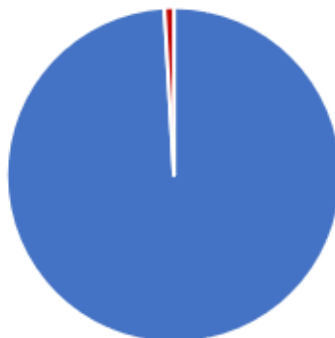


Question 16

'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 CBH, 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 unloading/loading of any rail wagons until three (3) hours after any train has arrived at a rail grid?

- Yes - 109 (99.1%)
- No - 1 (0.9%)



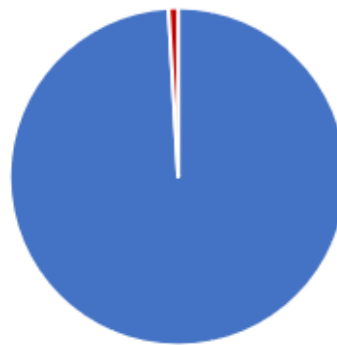
Question 17

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

17. An unlimited number of bans on employees responding to breakdowns for a period of one hour after notification of each breakdown?

■ Yes - 109 (99.1%)

■ No - 1 (0.9%)



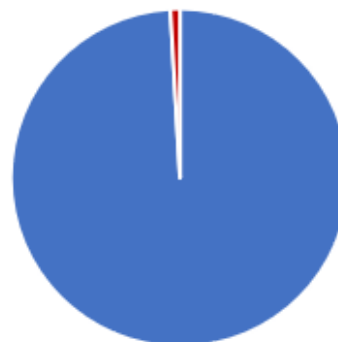
Question 18

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

18. An unlimited number of bans on employees conducting isolations in non-emergency situations?

■ Yes - 109 (99.1%)

■ No - 1 (0.9%)

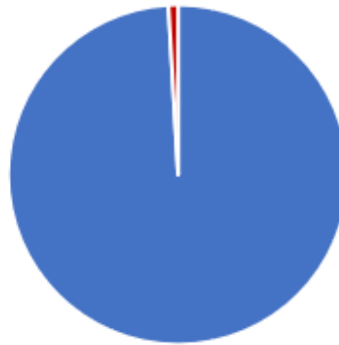


Question 19

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

19. An unlimited number of bans on operation of a forklift?

- Yes - 109 (99.1%)
- No - 1 (0.9%)

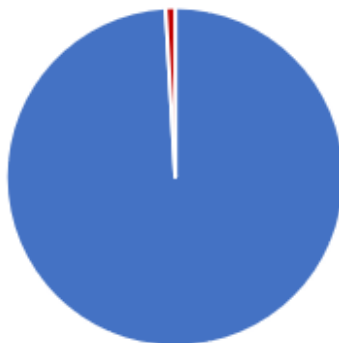


Question 20

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

20. An unlimited number of bans on the performance of weighbridge duties?

- Yes - 109 (99.1%)
- No - 1 (0.9%)

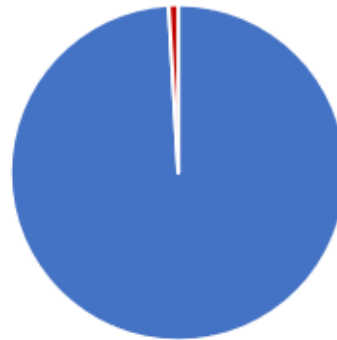


Question 21

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

21. An unlimited number of bans on the performance of shipping related activities in the form of shipping control room duties, ship sampling duties, gallery rover duties, and authorised officer duties for a period of 6 hours after the vessel been tied up alongside the wharf?

- Yes - 109 (99.1%)
- No - 1 (0.9%)

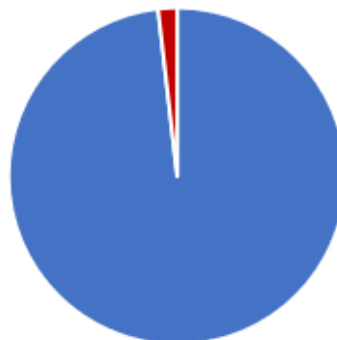


Question 22

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

22. An unlimited number of bans on the performance of shipping related activities in the form of shipping control room duties, ship sampling duties, gallery rover duties, and authorised officer duties for a period of 12 hours after the vessel been tied up alongside the wharf?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

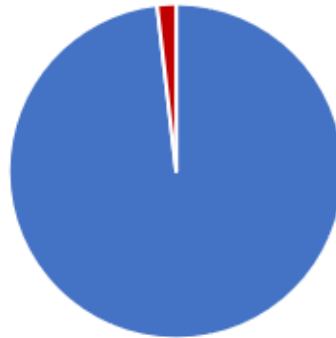


Question 23

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

23. An unlimited number of stoppages on the performance of work, between 30 minutes and up to and including, 24 hours?

- Yes - 108 (98.2%)
- No - 2 (1.8%)

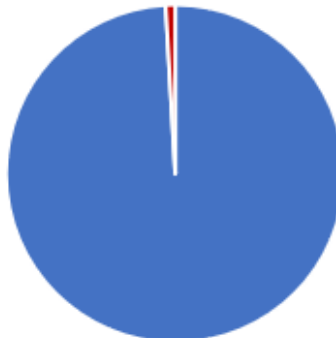


Question 24

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

24. An unlimited number of indefinite or periodic bans on the performance of overtime?

- Yes - 109 (99.1%)
- No - 1 (0.9%)



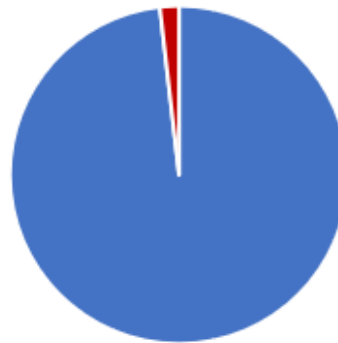
Question 25

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

25. An unlimited number of indefinite or periodic bans on the training of supplementary or contracted labour?

■ Yes - 108 (98.2%)

■ No - 2 (1.8%)





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