Declaration of Result

Protected Action Ballot

Independent Education Union of Australia
v
Roman Catholic Trust Corporation of the Archdiocese of Hobart T/A Catholic Education Tasmania
Dominic College Glenorchy Limited T/A Dominic College
Edmund Rice Education Australia Flexible Schools Ltd T/A St Francis Hobart Flexible Learning Centre
Edmund Rice Education Australia Colleges Ltd T/A St Virgil's College, Hobart
(B2024/972)

20 August 2024

1. Ballot Result

Total Eligible Voters: 876
Total Participated: 510

510 out of 876 have answered all questions 58.2%

Final Ballot Audit: Tuesday, 20 August at 12.15pm AWST

Diagram 1: Final Vote Participation

Independent Education Union of Australia Protected Action Ballot (B2024/972)
Voters: 876
Total Participated: 510 (58.2%)

2. CiVS Independence Declaration

The Independent Education Union of Australia Protected Action Ballot (B2024/972) has been managed and declared independent of all other parties.

The Independent Education Union of Australia Protected Action Ballot (B2024/972) result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
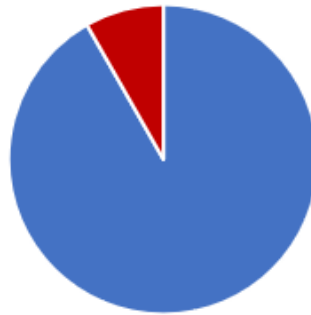Managing Director
Democratic Outcomes Pty Ltd
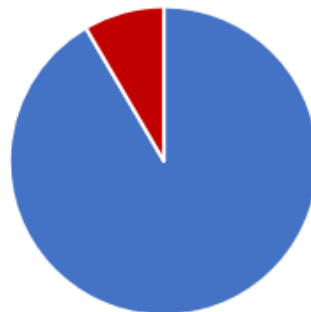
3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of bans or limitations on answering or making telephone calls, or responding to voicemails, or sending or responding to emails or other electronic communication?

■ Yes - 468 (91.8%)
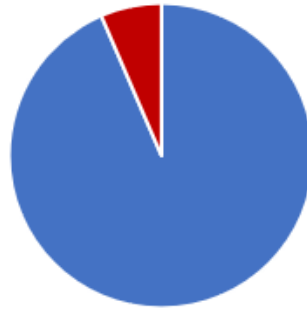
■ No - 42 (8.2%)

Question 2

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

2. Indefinite or periodic industrial action in the form of a typed statement at the footer of each email.
"The following message is authorised protected industrial action under the Fair Work Act 2009: I am taking protected industrial action for fair pay and a fair deal for all Catholic education school workers."?

■ Yes - 467 (91.6%)

■ No - 43 (8.4%)

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Question 3

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

3. An unlimited number of stoppages of work for the duration of one (1) hour?

- Yes - 477 (93.5%)
- No - 33 (6.5%)

Question 4

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

4. An unlimited number of stoppages of work for the duration of two (2) hours?
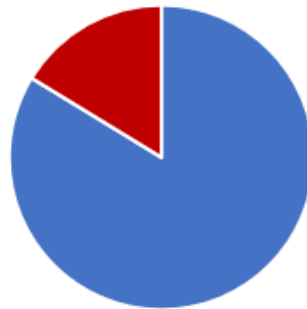
- Yes - 455 (89.2%)
- No -55 (10.8%)

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Question 5

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

5. An unlimited number of stoppages of work for the duration of four (4) hours?
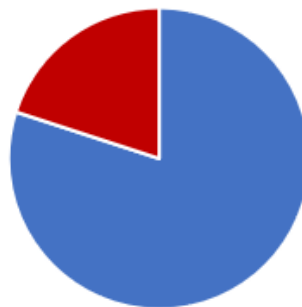
- Yes - 427 (83.7%)
- No -83 (16.3%)

Question 6

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of stoppages of work for the duration of twenty-four (24) hours?
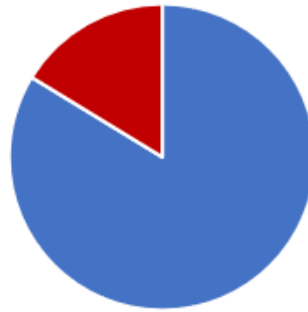
- Yes - 408 (80.0%)
- No - 102 (20.0%)

Question 7

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of stoppages or interruptions of work for 30 minutes to distribute information to students, parents and others about the action and bargaining?

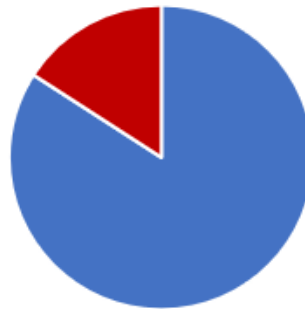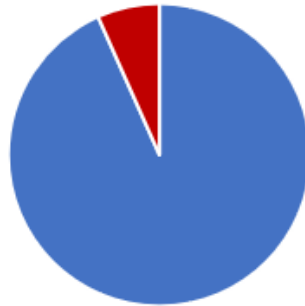- Yes - 427 (83.7%)
- No - 83 (16.3%)

Question 8

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of stoppages or interruptions of work for 10 minutes to affix to clothing or to wear campaign material and/or badges?

- Yes -429 (84.1%)
- No -81 (15.9%)

Question 9

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on attending meetings before the commencement of classes?
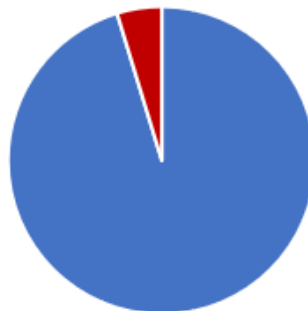
- Yes - 476 (93.3%)
- No - 34 (6.7%)

Question 10

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of bans on attending meetings after the conclusion of classes?
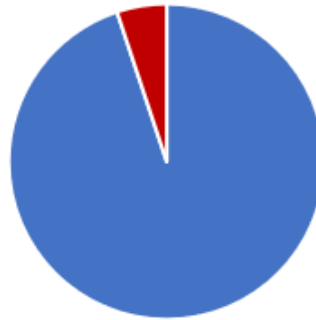
- Yes - 486 (95.3%)
- No - 24 (4.7%)

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Question 11

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

11. Indefinite or periodic bans on performing work after hours, or attendance at after hour events?

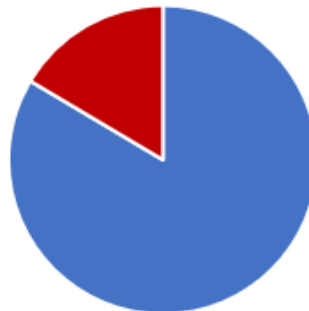- Yes - 484 (94.9%)
- No - 26 (5.1%)

Question 12

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

12. Indefinite or periodic ban on writing student reports?
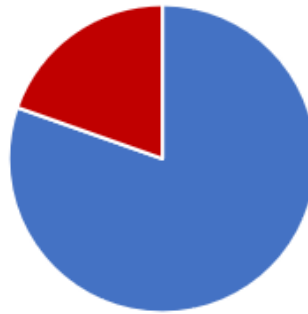
- Yes -426 (83.5%)
- No - 84 (16.5%)

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Question 13

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

13. Indefinite or periodic bans on collecting or recording student data for the Nationally Consistent Collection of Data (NCCD) program?
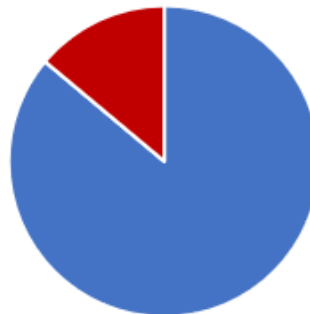
- Yes - 410 (80.4%)
- No - 100 (19.6%)

Question 14

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

14. Indefinite or periodic bans on answering telephone calls?

- Yes - 439 (86.1%)
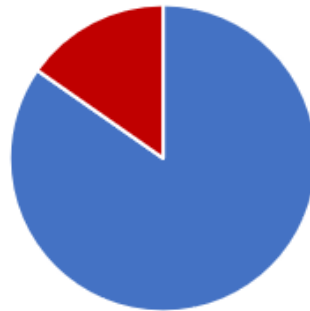- No - 71 (13.9%)

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Question 15

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

15. Indefinite or periodic bans on opening or reading emails?
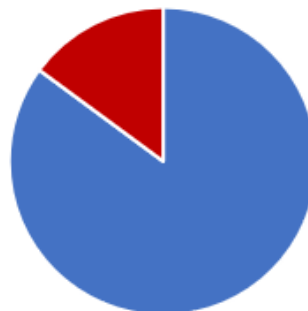
- Yes - 432 (84.7%)
- No - 78 (15.3%)

Question 16

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of bans on attending morning yard duty?
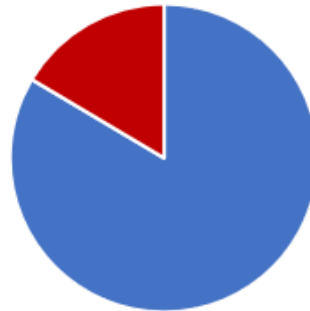
- Yes - 434 (85.1%)
- No - 76 (14.9%)

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Question 17

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

17. An unlimited number of bans on attending recess yard duty and/or lunch yard duty?
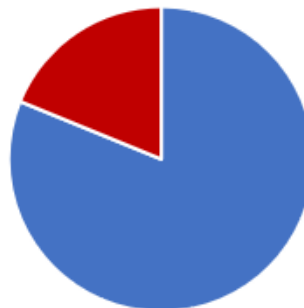
- Yes - 426 (83.5%)
- No - 84 (16.5%)

Question 18

In support of reaching an Enterprise Agreement with your employer, do you authorise protected industrial action against your Employer, separately, concurrently and/or consecutively, in the form of:

18. An unlimited number of bans on attending homestead duty?

- Yes - 414 (81.2%)
- No - 96 (18.8%)

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