



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Kevin Russell Sneddon

v

**Fremantle Ports Authority
(B2024/720)**

24 June 2024

1. Ballot Result

Total Eligible Voters: 6
Total Participated: 6

6 out of 6 have answered all questions 100.0%

Final Ballot Audit: Monday, 24 June 2024 at 1.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Kevin Russell Sneddon Protected Action Ballot (B2024/720) has been managed and declared independent of all other parties.

The Kevin Russell Sneddon Protected Action Ballot (B2024/720) 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 purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:
Work Stoppage
1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 6 (100%)
- No - 0 (0%)



Question 2

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:
2. An unlimited number of stoppages of the performance of work for the duration of 2 hours?

- Yes - 6 (100%)
- No - 0 (0%)



Question 3

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

3. An unlimited number of stoppages of the performance of work for the duration of 4 hours?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 4

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

4. An unlimited number of stoppages of the performance of work for the duration of 8 hours?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 5

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

5. An unlimited number of stoppages of the performance of work for the duration of 12 hours?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 6

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

6. An unlimited number of stoppages of the performance of work for the duration of 24 hours?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 7

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

Partial Work Bans

7. An unlimited number of bans for an indefinite period on supervision duties which may be organised or arranged in consecutive periods?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 8

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

8. A complete ban on working supplementary shifts and working additional hours beyond ordinary/rostered hours unless imminent health and safety risk?

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 9

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

9. Employee start/finish times restricted to the Port of Fremantle Office Hours Monday to Friday 0800-1600.

- Yes - 6 (100%)
- No - 0 (0%)



Question 10

Do you, for the purpose of advancing claims for the negotiation of an enterprise agreement to govern the terms and conditions of employment with Fremantle Ports Authority authorise protected industrial action in the form of:

10. An unlimited number of bans for an indefinite period on attending employer events after hours which may be organised or arranged in consecutive periods?

- Yes - 6 (100%)
- No - 0 (0%)





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