



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Transport Workers' Union of Australia

v

Re.Cycle (Sunshine Coast) Pty Ltd

(B2025/1141)

7 August 2025

1. Ballot Result

Total Eligible Voters: 31
Total Participated: 31

31 out of 31 have answered all questions 100.0%

Final Ballot Audit: Thursday, 7 August 2025 at 12.05pm AWST

Diagram 1: Final Vote Participation

Transport Workers' Union of Australia Protected Action Ballot (B2025/1141)
Voters: 31
Total Participated: 31 (100.0%)

2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1141) has been managed and declared independent of all other parties.

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1141) 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 the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of periodic or indefinite bans on the working of overtime?

■ Yes - 31 (100%)

■ No - 0 (0%)



Question 2

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

2. An unlimited number of stoppages of work for 30 minutes?

■ Yes - 31 (100%)

■ No - 0 (0%)



Question 3

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

3. An unlimited number of stoppages of work for 2 hours?

■ Yes - 31 (100%)

■ No - 0 (0%)



Question 4

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

4. An unlimited number of stoppages of work for 4 hours?

■ Yes - 31 (100%)

■ No - 0 (0%)

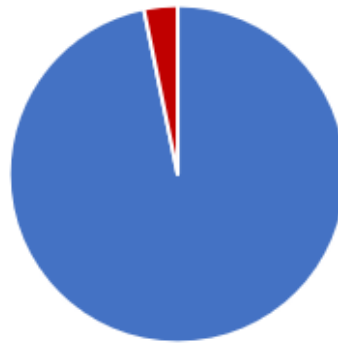


Question 5

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

5. An unlimited number of stoppages of work for 8 hours?

- Yes - 30 (96.8%)
- No - 1 (3.2%)

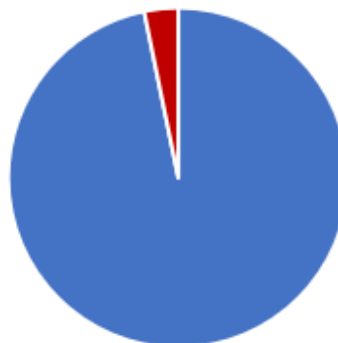


Question 6

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

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

- Yes - 30 (96.8%)
- No - 1 (3.2%)



Question 7

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

7. An unlimited number of stoppages of work, over an indefinite period, or for a specified period, in order to communicate content to the media about bargaining and/or industrial action, regardless of whether such conduct would constitute a breach or refusal to comply with the employer's social media policy?

■ Yes - 31 (100%)

■ No - 0 (0%)



Question 8

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

8. A ban on the operating of loaders and/or forklifts?

■ Yes - 31 (100%)

■ No - 0 (0%)





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