



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Transport Workers' Union of Australia**

**v**

**DHL Express (Australia) Pty Ltd**

**(B2025/1178)**

**14 August 2025**

# 1. Ballot Result

Total Eligible Voters: 53  
Total Participated: 50

50 out of 53 have answered all questions 94.3%

Final Ballot Audit: Thursday, 14 August 2025 at 12.01pm AWST

*Diagram 1: Final Vote Participation*

<b>Transport Workers' Union of Australia Protected Action Ballot (B2025/1178)</b> Voters: 53 Total Participated: 50 (94.3%)
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## 2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1178) has been managed and declared independent of all other parties.

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1178) 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 support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

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

■ Yes - 50 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

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

■ Yes - 50 (100%)

■ No - 0 (0%)



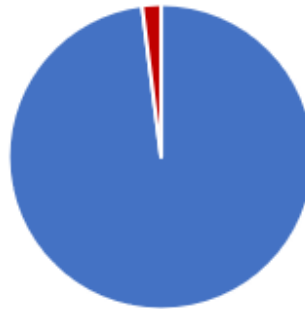
## Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

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

■ Yes - 49 (98.0%)

■ No - 1 (2.0%)



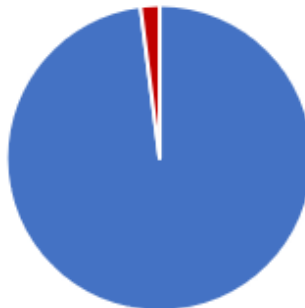
## Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

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

■ Yes - 49 (98.0%)

■ No - 1 (2.0%)



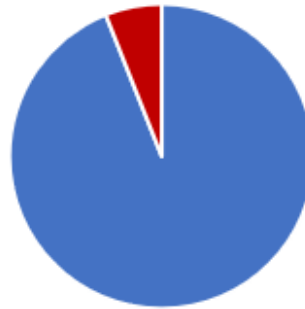
## Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

5. 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 - 47 (94.0%)

■ No - 3 (6.0%)



## Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

6. A ban on the performance of work unless wearing badges and/or hats with TWU branding and/or bargaining campaign messages and/or Hi Visibility clothing instead of, or in addition to the employer's uniform either periodically or indefinitely?

■ Yes - 50 (100%)

■ No - 0 (0%)



## Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

7. A ban on the use of all manual handling equipment, including but not limited to, forklifts, freight hoists, pallet jacks and HMI panel and cargo lifts either periodically or indefinitely?

■ Yes - 50 (100%)

■ No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

8. A ban on the use of scanners either periodically or indefinitely?

■ Yes - 50 (100%)

■ No - 0 (0%)

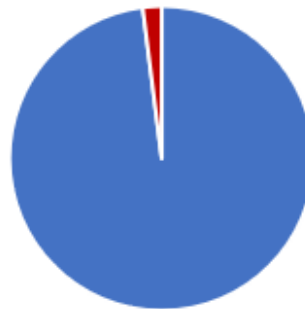


## Question 9

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

9. A ban on the use of trolleys either periodically or indefinitely?

- Yes - 49 (98.0%)
- No - 1 (2.0%)



## Question 10

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

10. A ban on inspection during pick ups either periodically or indefinitely?

- Yes - 50 (100%)
- No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involves one or more of the following actions taken separately, or consecutively, in the form of:

11. A ban on obtaining signatures for deliveries either periodically or indefinitely?

■ Yes - 50 (100%)

■ No - 0 (0%)





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