



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Transport Workers' Union of Australia

v

PFD Food Services Pty Ltd

(B2025/1275)

29 August 2025

1. Ballot Result

Total Eligible Voters: 36
Total Participated: 30

30 out of 36 have answered all questions 83.3%%

Final Ballot Audit: Friday, 29 August 2025 at 12.01pm AWST

Diagram 1: Final Vote Participation

Transport Workers' Union of Australia Protected Action Ballot (B2025/1275) Voters: 36 Total Participated: 30 (83.3%)

2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1275) has been managed and declared independent of all other parties.

The Transport Workers' Union of Australia Protected Action Ballot (B2025/1275) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

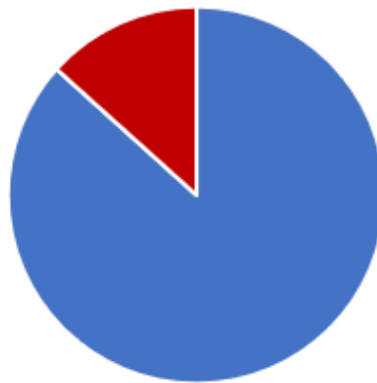
3. Questions and Results

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:

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

- Yes - 26 (86.7%)
- No - 4 (13.3%)

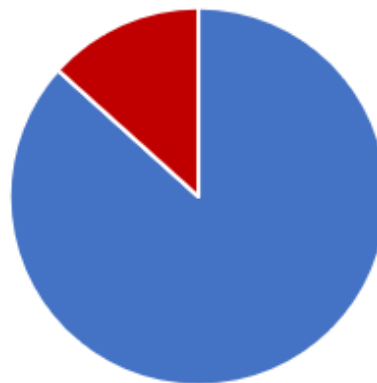


Question 2

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:

2. An unlimited number of stoppages of work of an indefinite duration?

- Yes - 26 (86.7%)
- No - 4 (13.3%)



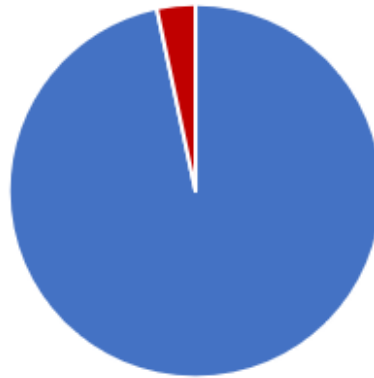
Question 3

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:

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

■ Yes - 29 (96.7%)

■ No - 1 (3.3%)



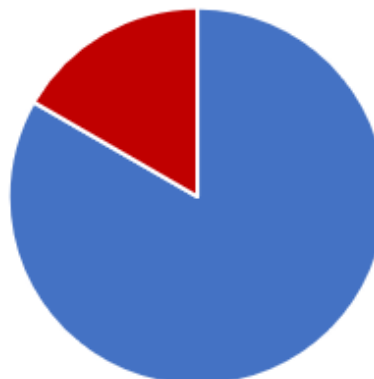
Question 4

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:

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

■ Yes - 25 (83.3%)

■ No - 5 (16.7%)

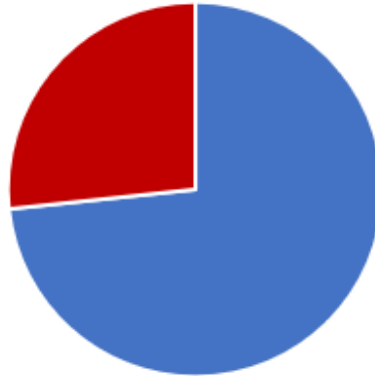


Question 5

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:

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

- Yes - 22 (73.3%)
- No - 8 (26.7%)

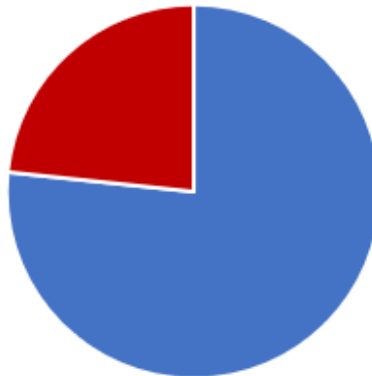


Question 6

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:

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

- Yes - 23 (76.7%)
- No - 7 (23.3%)

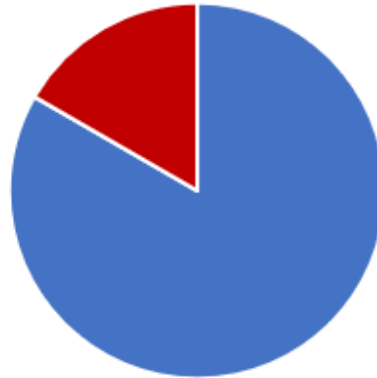


Question 7

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:

7. An unlimited number of indefinite or periodic bans on compliance with the employer's media and social media policy inside and/or outside of the workplace including but not limited to participating in interviews with journalists?

- Yes - 25 (83.3%)
- No - 5 (16.7%)

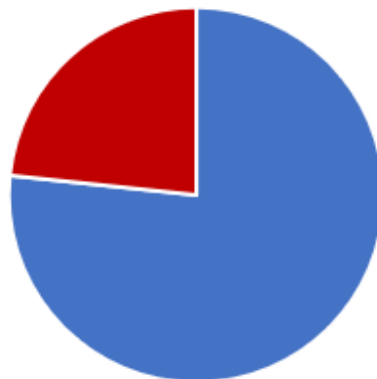


Question 8

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:

8. An unlimited number of stoppages of work for up to 4 hours duration for the purposes of speaking to the media about the industrial action?

- Yes - 23 (76.7%)
- No - 7 (23.3%)



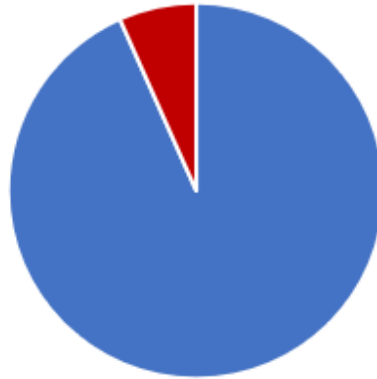
Question 9

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:

9. A ban on paperwork unless related to safety?

■ Yes - 28 (93.3%)

■ No - 2 (6.7%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

