



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Paper Australia Pty Ltd T/A Opal Australian Paper
(B2023/1256)**

30 November 2023

1. Ballot Result

Total Eligible Voters: 6
Total Participated: 6

6 out of 6 have answered all questions 100.0%

Final Ballot Audit: Thursday, 30 November 2023 at 11.05am AWST

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot
Voters: 6
Total Participated: 6 (100.0%)

2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot 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 Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work of 1 hour duration.

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



Question 2

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work of 12 hours duration.

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



Question 3

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work of 24 hours duration.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 4

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work of 48 hours duration.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 5

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work of 72 hours duration.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work of 1 weeks (168 hours) duration.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of stoppages of work of indefinite duration.

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



Question 8

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on overtime.

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



Question 9

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on Call-ins.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 10

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on Alternate duties and step-ups.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 11

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on Rigging and/or slinging of loads.

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



Question 12

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on High-Risk license work.

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



Question 13

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on Loading and unloading of delivery trucks/Vehicles.

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



Question 14

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on driving Forklifts.

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



Question 15

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans on operating mobile plant/machinery.

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



Question 16

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of indefinite or periodic bans on the collection and/or Processing of stock return vouchers.

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



Question 17

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of indefinite or periodic bans on the signing of delivery dockets.

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



Question 18

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of indefinite or periodic bans on communication with the Engineering store suppliers.

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



Question 19

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

19. An unlimited number of indefinite or periodic bans on checking After-hours access forms.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 20

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

20. An unlimited number of indefinite or periodic bans on stock taking related duties.

■ Yes - 6 (100%)

■ No - 0 (0%)



Question 21

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

21. An unlimited number of indefinite or periodic stoppages on receiving of goods into the store.

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



Question 22

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

22. An unlimited number of indefinite or periodic bans on the delivery of store items to the designated work area.

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



Question 23

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

23. An unlimited number of indefinite or periodic bans in the use of mobile phones for work purposes.

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



Question 24

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

24. An unlimited number of indefinite or periodic bans on the usage of S.A.P or other computer processes including emails.

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



Question 25

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

25. An unlimited number of indefinite or periodic stoppages on the recharging/refueling of stores vehicles or plant/ bans.

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



Question 26

In support of reaching an Enterprise Agreement with Paper Australia Pty Ltd T/A Opal Australian Paper do you authorize protected industrial action against your employer, separately, concurrently and/or consecutively in the form of:

26. An unlimited number of indefinite or periodic bans on the use of Mill radios.

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





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