



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

IKON Administration Pty Ltd

(B2023/1275)

11 December 2023

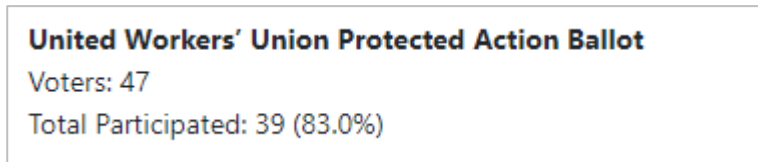
1. Ballot Result

Total Eligible Voters: 47
Total Participated: 39

39 out of 47 have answered all questions 83.0%

Final Ballot Audit: Monday, 11 December 2023 at 11.05 am AWST

Diagram 1: Final Vote Participation



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 IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
1. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration?

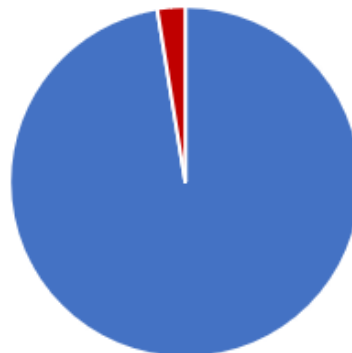
- Yes - 39 (100%)
- No - 0 (0%)



Question 2

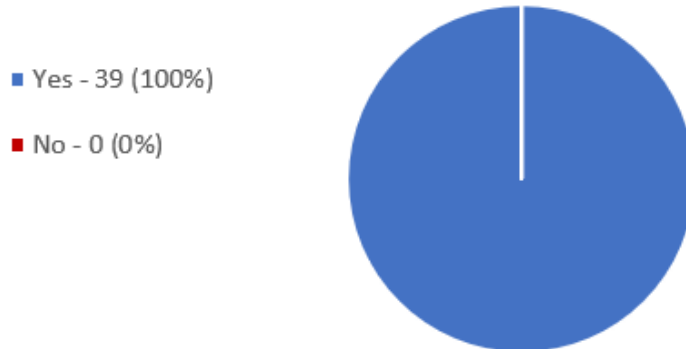
In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
2. An unlimited number of stoppages of work of an indefinite duration?

- Yes - 38 (97.4%)
- No - 1 (2.6%)



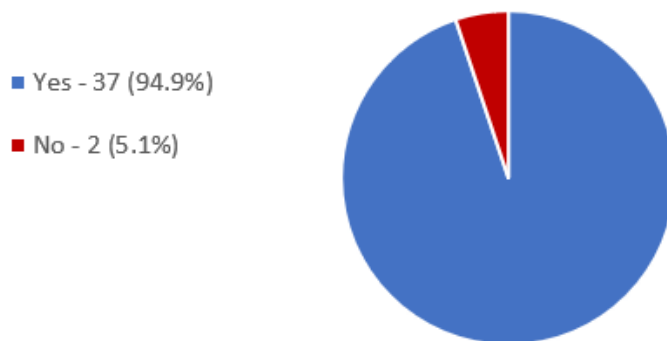
Question 3

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
3. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration for the purposes of distributing material and speaking to members of the general public (including other Airport employees) about the reasons for industrial action?



Question 4

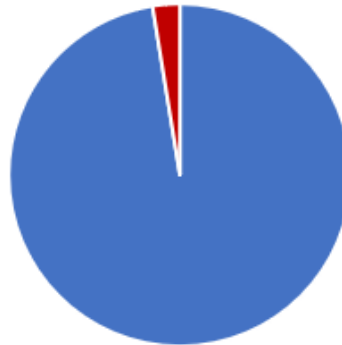
In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
4. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration for the purposes of speaking to the media and/or posting to social media about the reasons for industrial action?



Question 5

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
5. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration for the purposes of posting union posters and/or materials at Melbourne Airport setting out the reasons for industrial action?

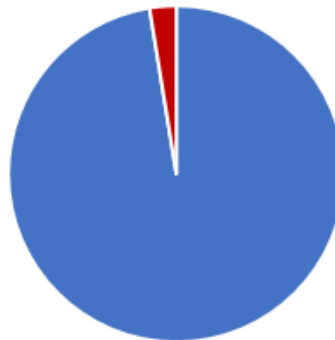
- Yes - 38 (97.4%)
- No - 1 (2.6%)



Question 6

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
6. An unlimited number of indefinite or periodic bans on the performance of work without a union badge(s) and/or sticker(s) attached to an employee's prescribed uniform?

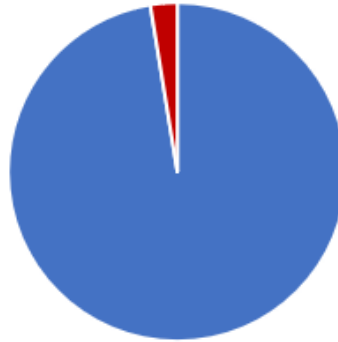
- Yes - 38 (97.4%)
- No - 1 (2.6%)



Question 7

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:
7. An unlimited number of indefinite or periodic bans on the performance of work without a union lanyard worn over an employee's prescribed uniform?

■ Yes - 38 (97.4%)
■ No - 1 (2.6%)



Question 8

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise 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 the performance of work without a union hat, and/or union safety vest, and/or union t-shirt worn over or instead of an employee's prescribed uniform?

■ Yes - 39 (100%)
■ No - 0 (0%)



Question 9

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise 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 the performance of work without also distributing union material and/or speaking to members of the general public (including other Airport employees) about the reasons for industrial action while performing ordinary duties?

- Yes - 39 (100%)
- No - 0 (0%)



Question 10

In support of reaching an enterprise agreement with IKON Administration Pty Ltd, do you authorise 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 the performance of any or all of the following: • all forms of overtime; • cleaning of bathrooms and/or toilets (except for disabled bathrooms and/or toilets); • female employees cleaning male bathrooms and/or toilets (except for male disabled bathrooms and/or toilets); • male employees cleaning female bathrooms and/or toilets (except for female disabled bathrooms and/or toilets); • rubbish collection and/or emptying of bins; • wiping, sweeping, mopping and/or vacuuming; and • operating ride-on powered machinery.

- Yes - 39 (100%)
- No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

