



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**DHL Supply Chain (Australia) Pty Limited
(B2024/1225)**

2 October 2024

1. Ballot Result

Total Eligible Voters: 32
Total Participated: 30

30 out of 32 have answered all questions 93.8%

Final Ballot Audit: Wednesday, 2 October 2024 at 11.05am AWST

Diagram 1: Final Vote Participation

United Workers' Union Protected Action Ballot (B2024/1225) Voters: 32 Total Participated: 30 (93.8%)

2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1225) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1225) 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 DHL Supply Chain (Australia) Pty Ltd (DHL)? 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 up to one hour's duration?

- Yes - 30 (100.0%)
- No - 0 (0%)



Question 2

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? 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 two hours' duration?

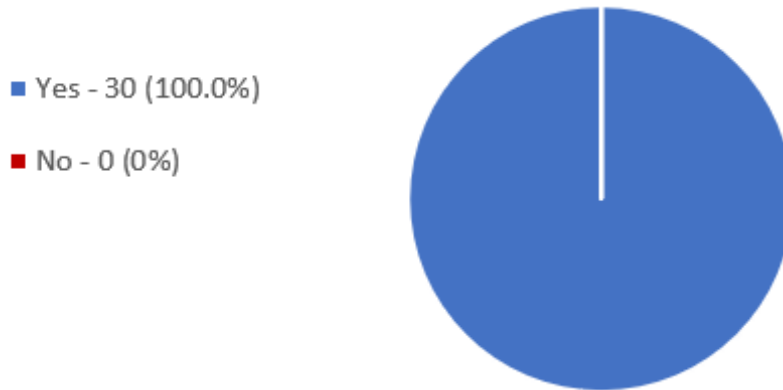
- Yes - 30 (100.0%)
- No - 0 (0%)



Question 3

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

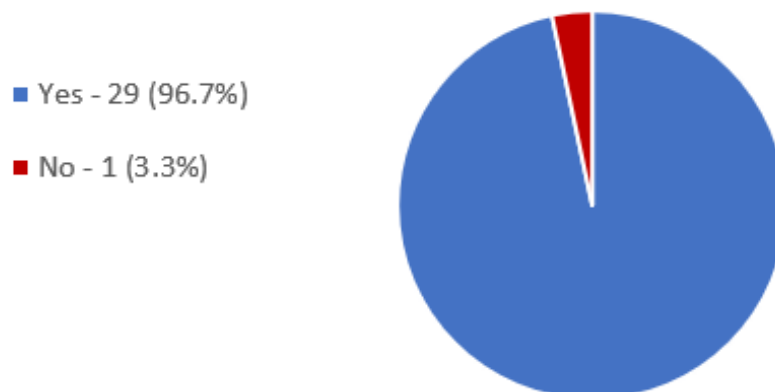
3. An unlimited number of stoppages of work of four hours' duration?



Question 4

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? 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 24 hours' duration?



Question 5

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? 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 indefinite duration?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 6

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on the use of manual handling equipment of indefinite or periodic duration?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 7

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? 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 overtime?

- Yes - 30 (100.0%)
- No - 0 (0%)



Question 8

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on the loading of trucks of indefinite or periodic duration?

- Yes - 30 (100.0%)
- No - 0 (0%)



Question 9

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on the unloading of trucks of indefinite or periodic duration?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 10

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of stoppages of work of up to one hour's duration for the purposes of speaking to the media about the reasons for the industrial action?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 11

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of stoppages of up to one hour's duration for the purposes of speaking to the employer's customer/clients about the reasons for the industrial action?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 12

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of stoppages of work of up to one hour's duration for the purpose of attending mass meetings of members of the United Workers' Union?

■ Yes - 30 (100.0%)

■ No - 0 (0%)



Question 13

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise 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 the performance of work without a union t-shirt worn over or instead of DHL's uniform?

- Yes - 30 (100.0%)
- No - 0 (0%)



Question 14

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise 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 the performance of work without a union badge attached to DHL's uniform?

- Yes - 30 (100.0%)
- No - 0 (0%)



Question 15

In support of reaching an Enterprise Agreement with DHL Supply Chain (Australia) Pty Ltd (DHL)? do you authorise 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 the performance of work at work locations other than the employee's normal work location?

■ Yes - 30 (100.0%)

■ No - 0 (0%)





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