



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Grill'd Pty Ltd**

**(B2024/1294)**

**15 October 2024**

# 1. Ballot Result

Total Eligible Voters: 12  
Total Participated: 12

12 out of 12 have answered all questions 100.0%

Final Ballot Audit: Tuesday, 15 October 2024 at 10.10 am AWST

*Diagram 1: Final Vote Participation*

<b>United Workers' Union Protected Action Ballot (B2024/1294)</b> Voters: 12 Total Participated: 12 (100.0%)
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## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1294) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1294) result has been audited and the declared result is assured.

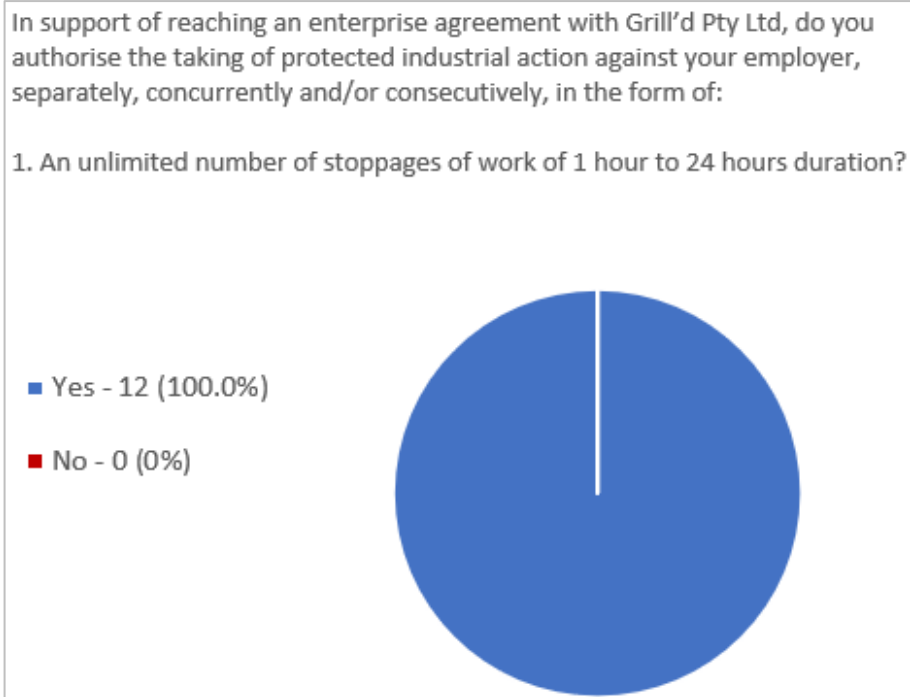
Yours Sincerely,



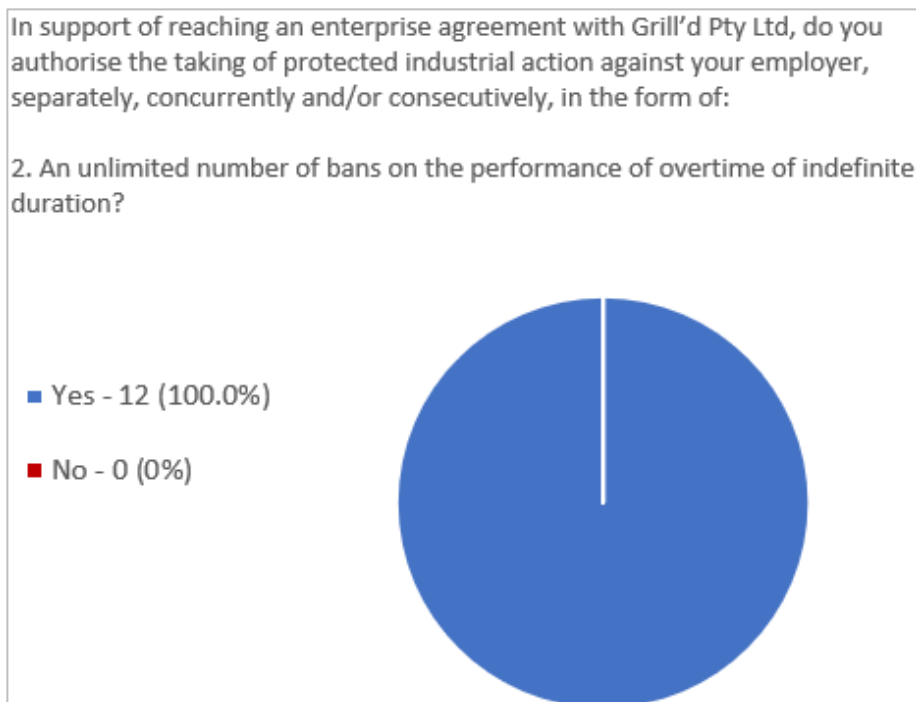
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

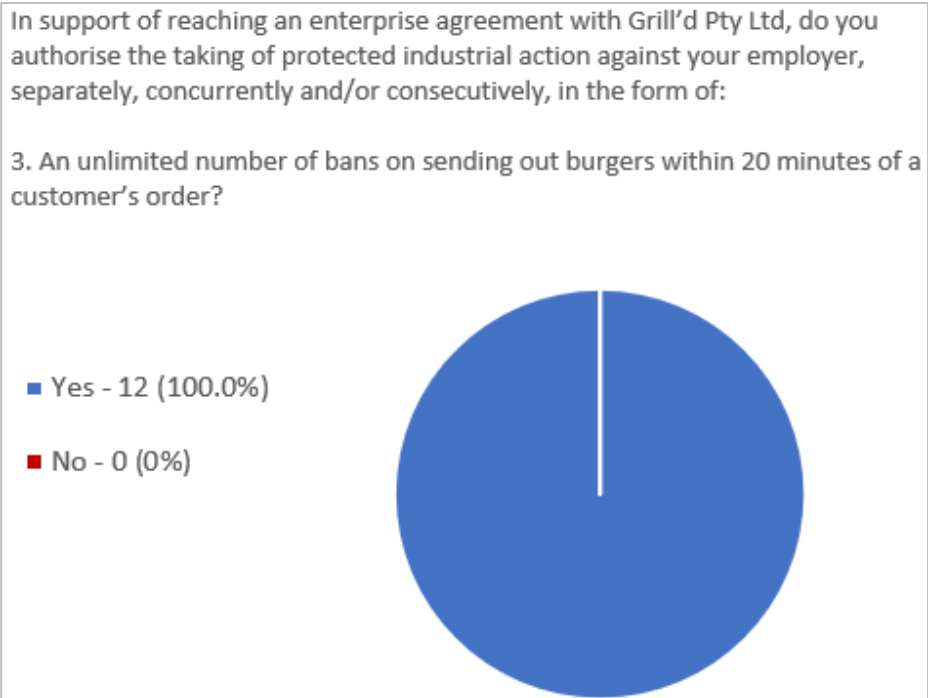
#### Question 1



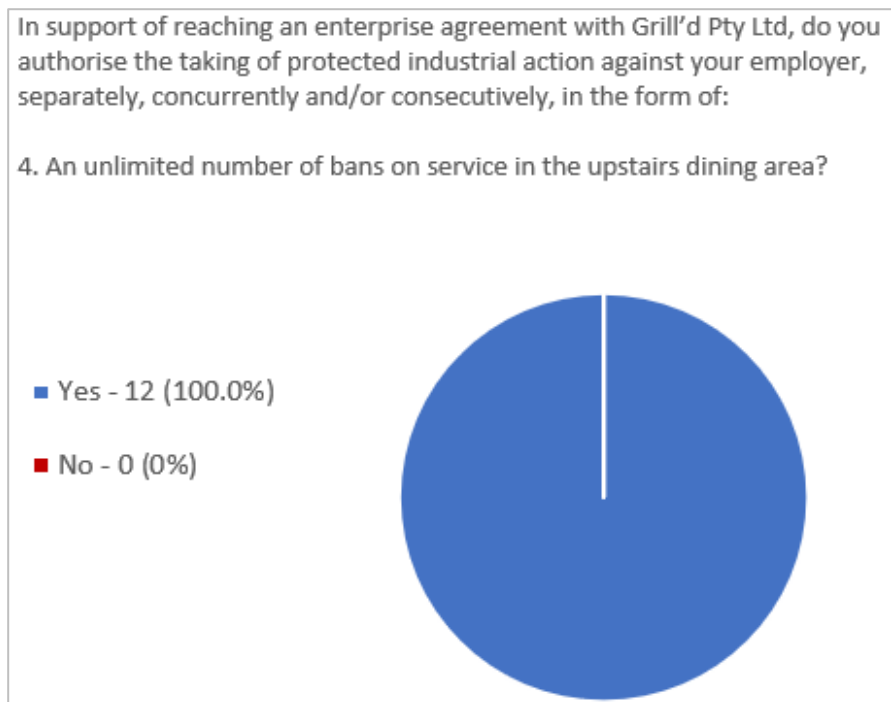
#### Question 2



### Question 3



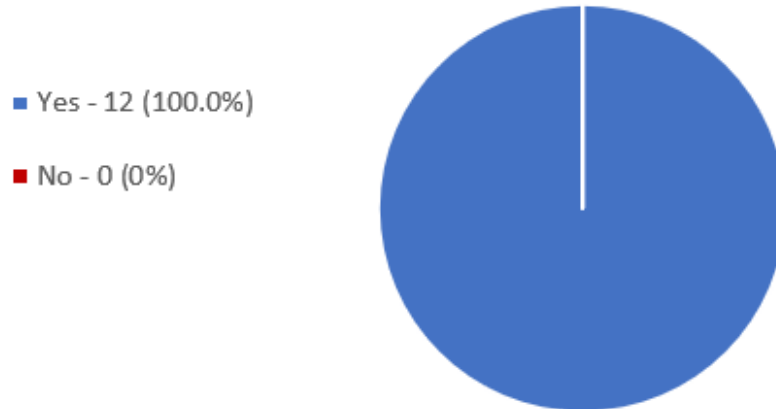
### Question 4



## Question 5

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

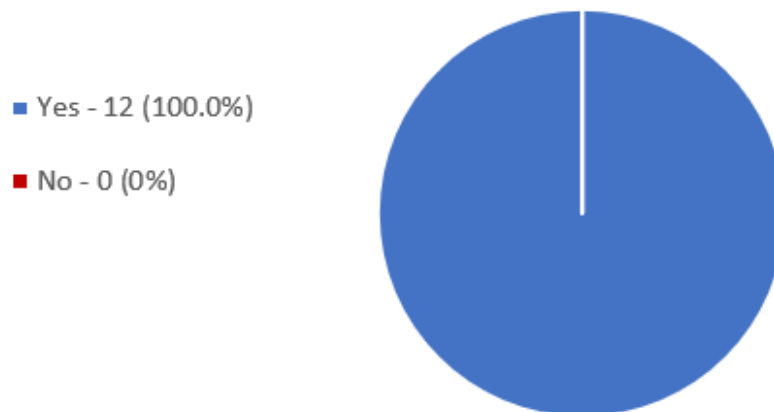
5. An unlimited number of bans on serving meals on plates?



## Question 6

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

6. An unlimited number of bans on handling lettuce when preparing meals?



## Question 7

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

7. An unlimited number of bans on cleaning bathrooms?

- Yes - 12 (100.0%)
- No - 0 (0%)



## Question 8

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

8. An unlimited number of bans on responding to QR codes for at table ordering?

- Yes - 12 (100.0%)
- No - 0 (0%)



## Question 9

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

9. An unlimited number of bans on serving customers prior to 11.00am?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



## Question 10

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

10. An unlimited number of bans on mentioning 'Relish Membership' to customers?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

11. An unlimited number of bans on providing napkins to customers?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



## Question 12

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

12. An unlimited number of bans on providing knives to customers?

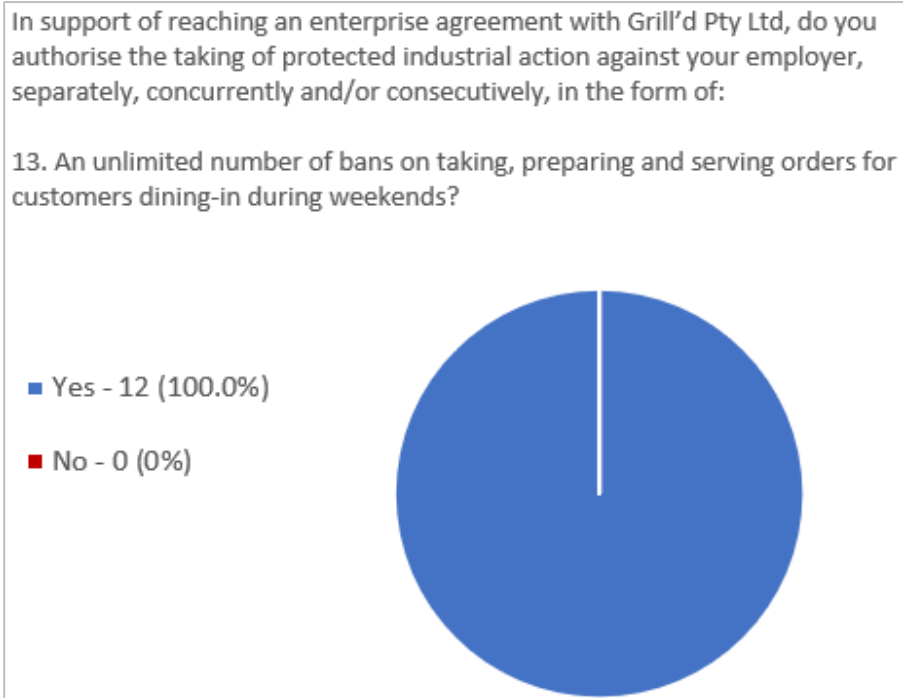
■ Yes - 12 (100.0%)

■ No - 0 (0%)

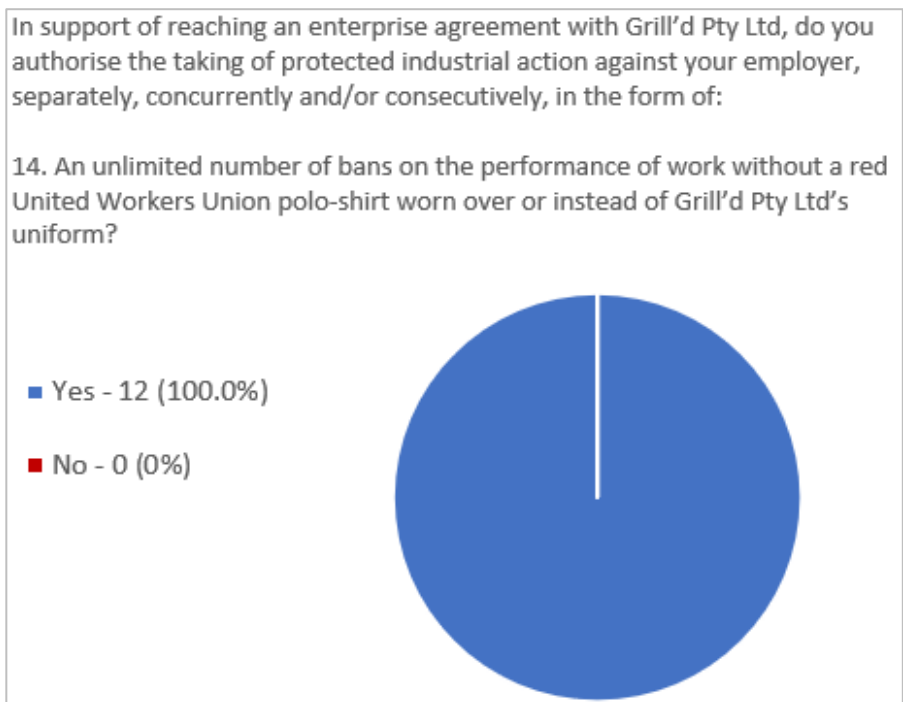




## Question 13



## Question 14



## Question 15

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

15. An unlimited number of stoppages of work of 1 hour duration for the purposes of speaking to the public about the reasons for industrial action?

■ Yes - 12 (100.0%)

■ No - 0 (0%)



## Question 16

In support of reaching an enterprise agreement with Grill'd Pty Ltd, do you authorise the taking of protected industrial action against your employer, separately, concurrently and/or consecutively, in the form of:

16. An unlimited number of bans on serving meals without a union flyer included explaining the reasons for industrial action?

■ Yes - 12 (100.0%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

