



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Symbion Pty Ltd**

**(B2024/1415)**

**14 November 2024**

# 1. Ballot Result

Total Eligible Voters: 45  
Total Participated: 44

44 out of 45 have answered all questions 97.8%

Final Ballot Audit: Thursday, 14 November 2024 at 12.05 pm AWST

*Diagram 1: Final Vote Participation*

**United Workers' Union Protected Action Ballot (B2024/1415)**  
Voters: 45  
Total Participated: 44 (97.8%)

## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/1415) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/1415) result has been audited and the declared result is assured.

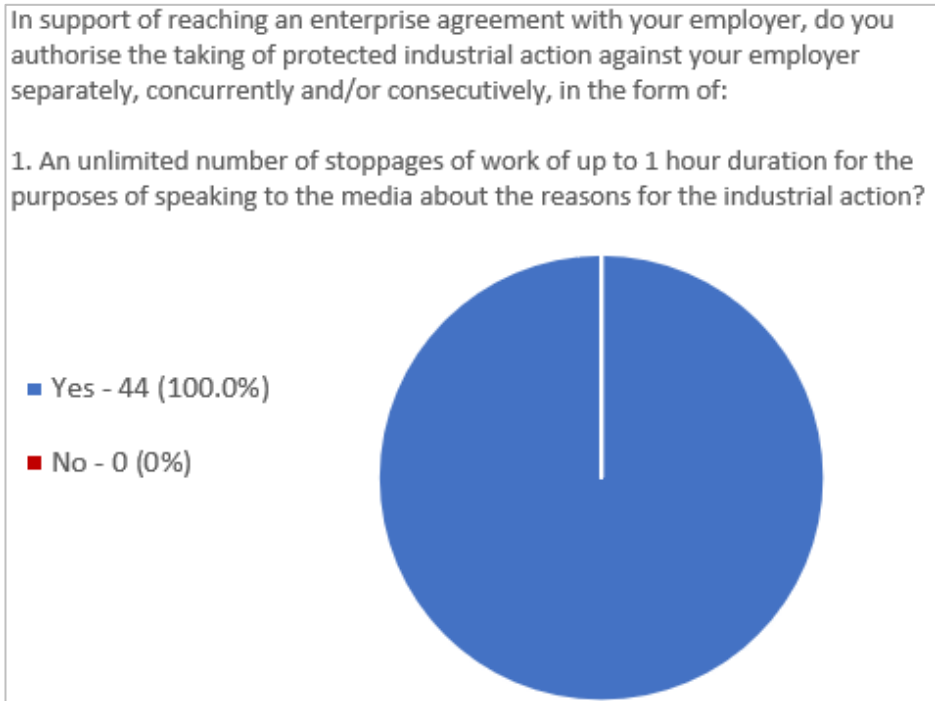
Yours Sincerely,



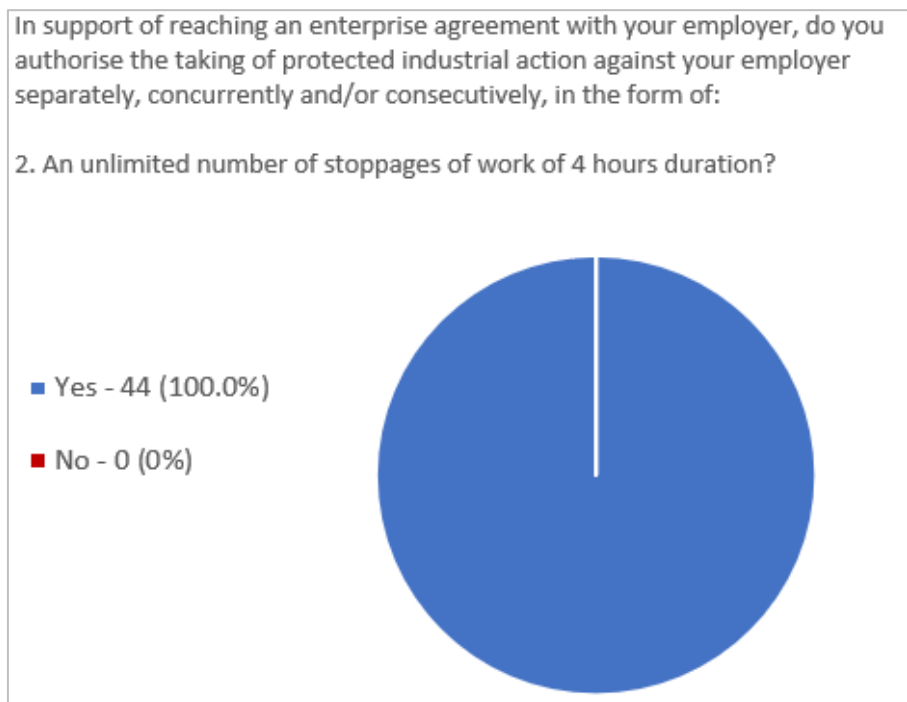
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1



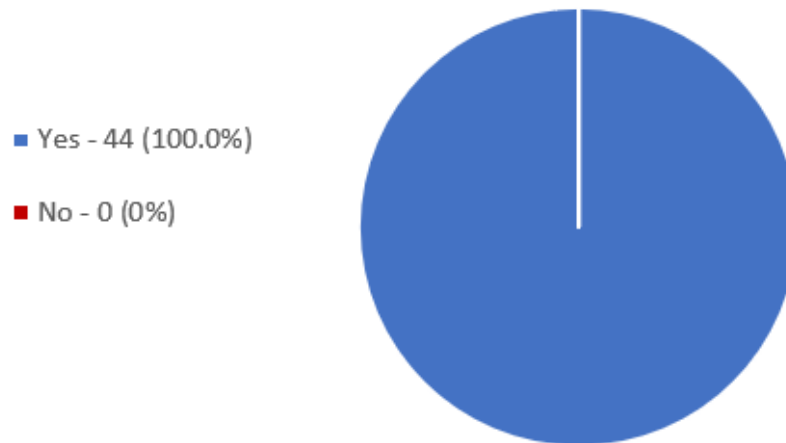
#### Question 2



### Question 3

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

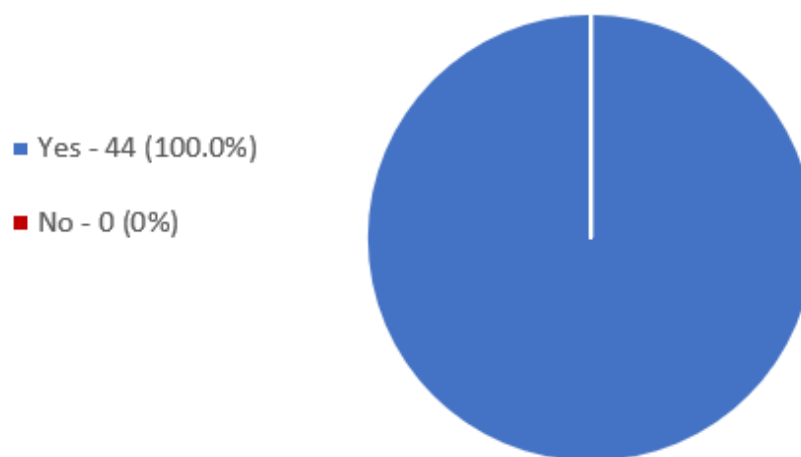
3. An unlimited number of stoppages of work of 24 hours duration?



### Question 4

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

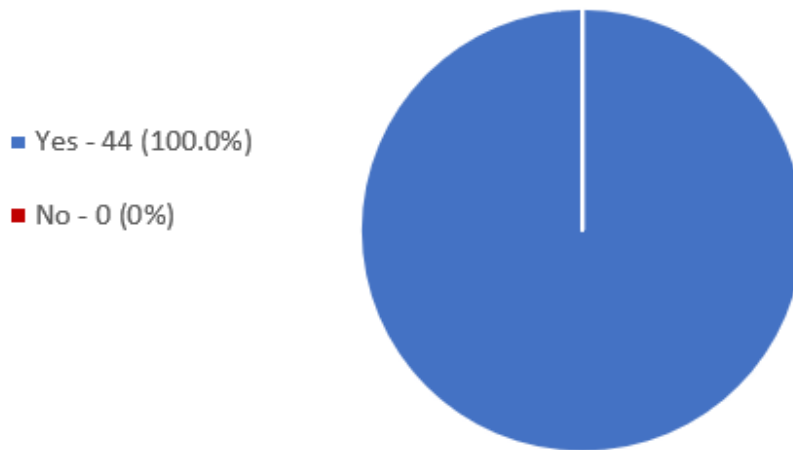
4. An unlimited number of stoppages of work of indefinite duration?



## Question 5

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

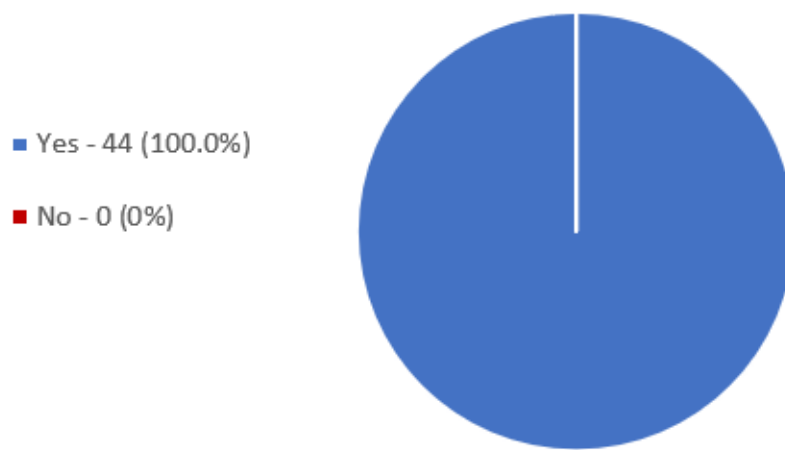
5. An unlimited number of indefinite or periodic bans on all work duties and tasks except work duties and tasks pertaining to lifesaving medication?



## Question 6

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

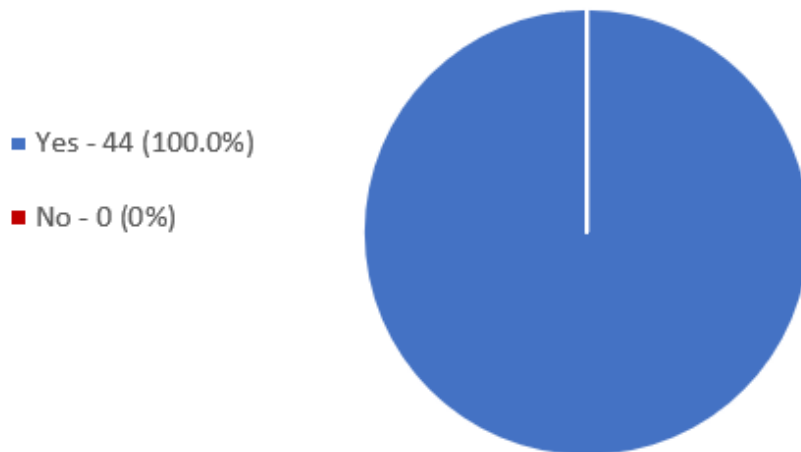
6. An unlimited number of indefinite or periodic bans on overtime work?



## Question 7

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

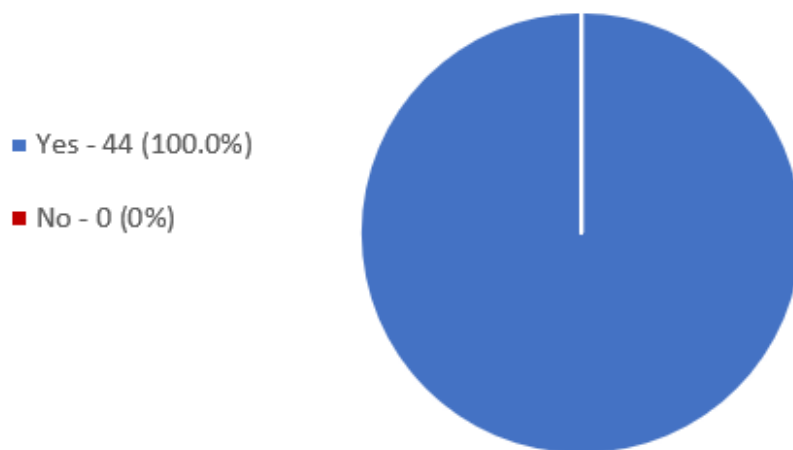
7. An unlimited number of indefinite or periodic bans on completing orders that are not for dispatch same day (except lifesaving medication)?



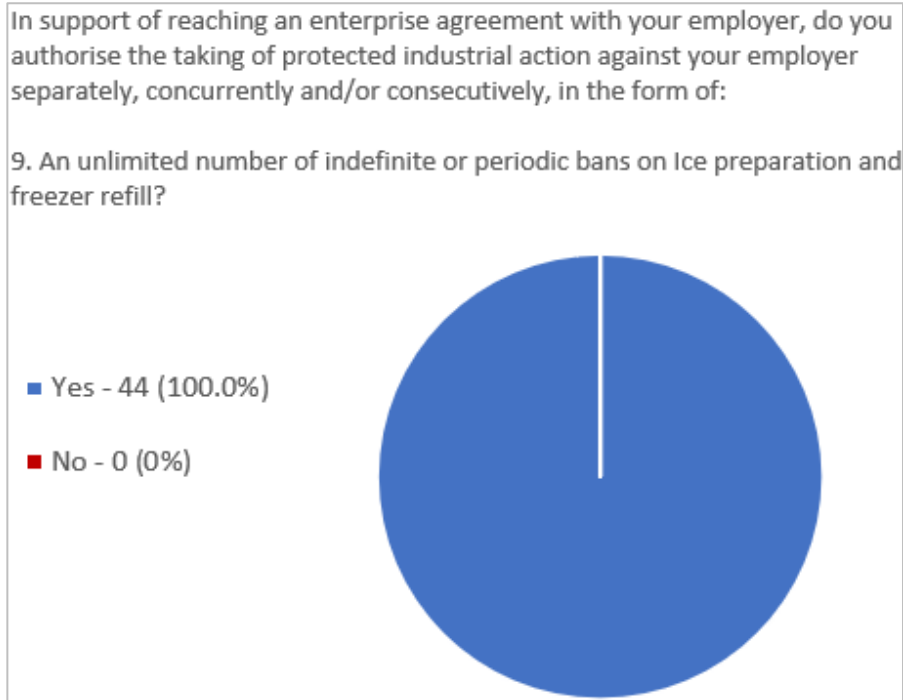
## Question 8

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

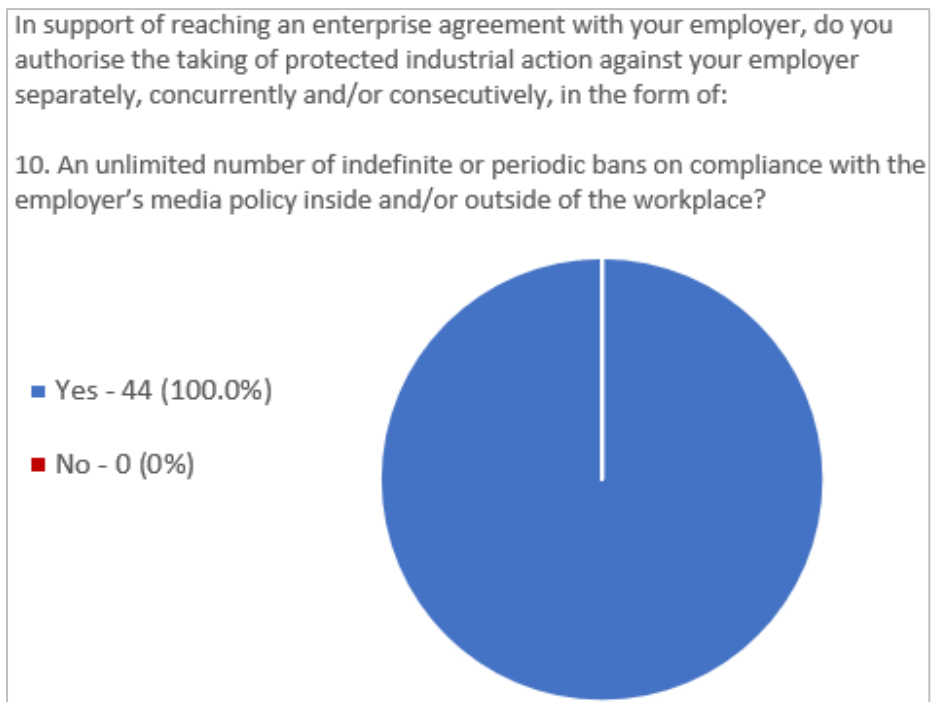
8. An unlimited number of indefinite or periodic bans on all work with Material Handling Equipment (MHE)?



## Question 9



## Question 10





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