



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**United Workers' Union**

**v**

**Lipa Pharmaceuticals Ltd**

**(B2024/470)**

**10 May 2024**

# 1. Ballot Result

Total Eligible Voters: 106  
Total Participated: 94

94 out of 106 have answered all questions 88.7%

Final Ballot Audit: Friday, 10 May 2024 at 12.05pm AWST

*Diagram 1: Final Vote Participation*

**United Workers' Union Protected Action Ballot (B2024/470)**  
Voters: 106  
Total Participated: 94 (88.7%)

## 2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot (B2024/470) has been managed and declared independent of all other parties.

The United Workers' Union Protected Action Ballot (B2024/470) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

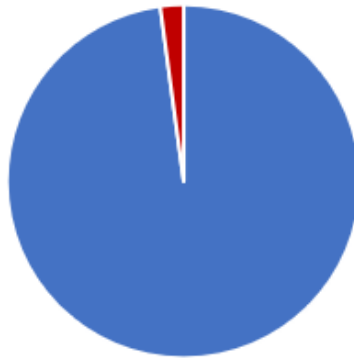
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of 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) and four (4) hours' duration?

- Yes - 92 (97.9%)
- No - 2 (2.1%)

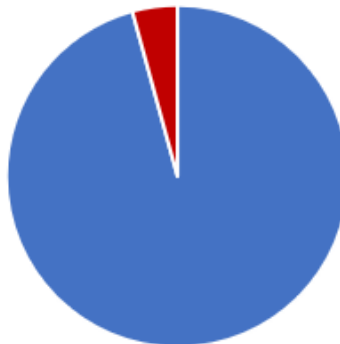


#### Question 2

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:

2. An unlimited number of stoppages of work of 24 hours' duration?

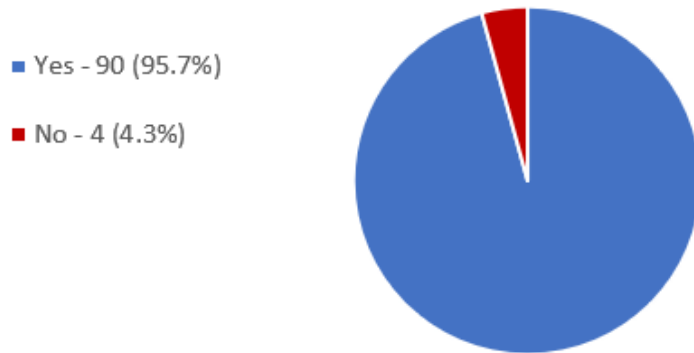
- Yes - 90 (95.7%)
- No - 4 (4.3%)



### 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:

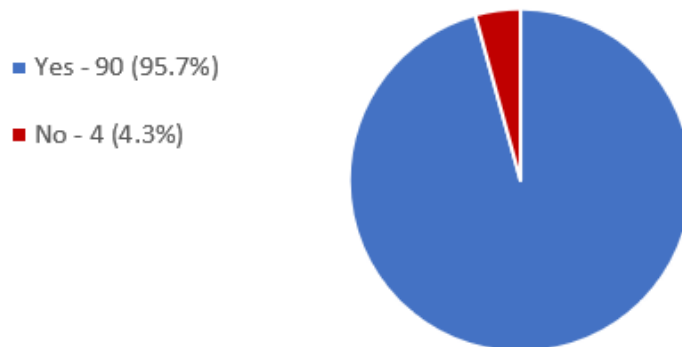
3. An unlimited number of stoppages of work of indefinite duration?



### 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:

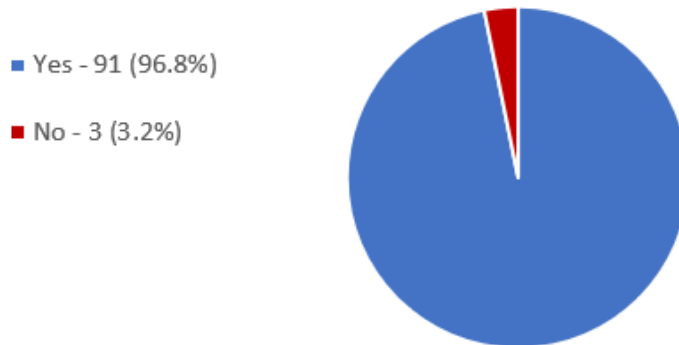
4. An unlimited number of periodic or indefinite bans on the performance of overtime?



## 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:

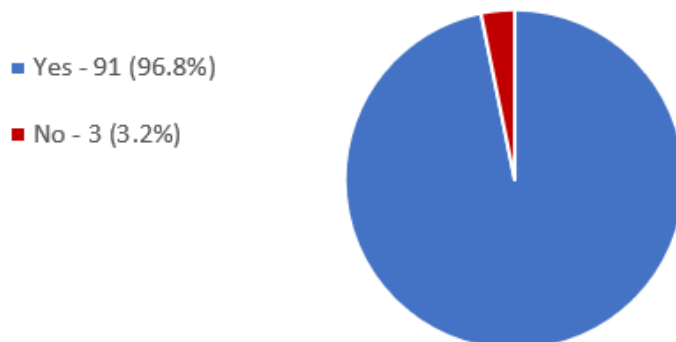
5. An unlimited number of bans on all data collection and/or data entry and/or filling out of paperwork of indefinite duration?



## 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 bans on the loading and/or unloading of trucks of indefinite duration?





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