



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Municipal, Administrative, Clerical and Services  
Union**

**v**

**Energy Queensland Limited  
B2024/108**

**4 March 2024**

# 1. Ballot Result

Total Eligible Voters: 1194  
Total Participated: 914

914 out of 1194 have answered all questions 76.5%

Final Ballot Audit: Monday, 4 March 2024 at 5.00pm AWST

*Diagram 1: Final Vote Participation*

**Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot (B2024/108)**  
Voters: 1194  
Total Participated: 914 (76.5%)

## 2. CiVS Independence Declaration

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Municipal, Administrative, Clerical and Services Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

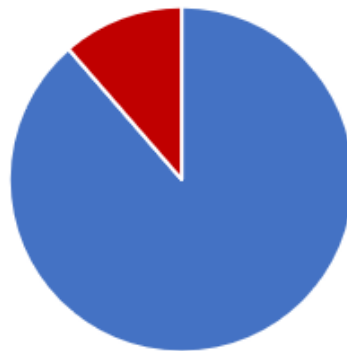
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with 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, including consecutive stoppages of work, for between ten (10) minutes and sixty (60) minutes in duration?

- Yes - 810 (88.6%)
- No - 104 (11.4%)

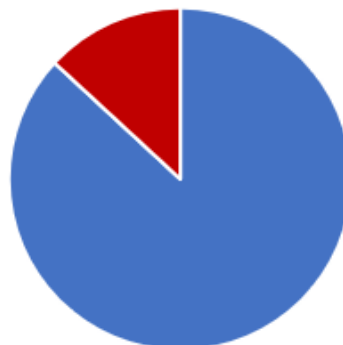


#### Question 2

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, including consecutive stoppages of work, for between two (2) and four (4) hours in duration?

- Yes - 794 (86.9%)
- No - 120 (13.1%)



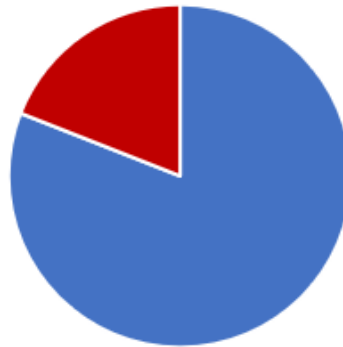
### Question 3

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, including consecutive stoppages of work, for between five (5) and twenty-four (24) hours in duration?

■ Yes - 740 (81.0%)

■ No - 174 (19.0%)



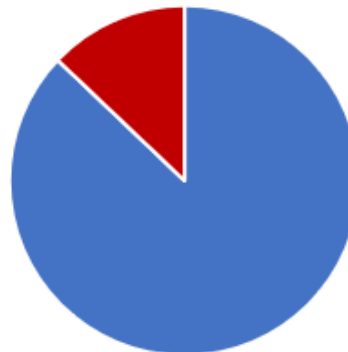
### Question 4

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 bans on working additional hours (e.g. overtime work and recall work)?

■ Yes - 796 (87.1%)

■ No - 118 (12.9%)

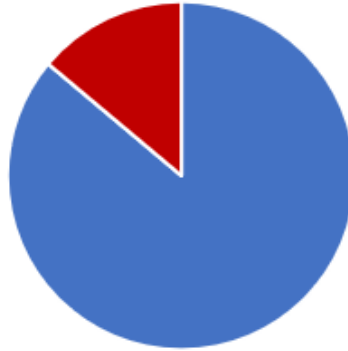


## Question 5

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 and/or periodic bans or limitations on the performance of work or the way in which the work is performed involving but not limited to preparation of correspondence, completing work orders, giving approvals (including RPEQ approvals) and writing switching sheets?

- Yes - 787 (86.1%)
- No - 127 (13.9%)



## 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 performance of work in relation to specific EQL projects?

- Yes - 797 (87.2%)
- No - 117 (12.8%)



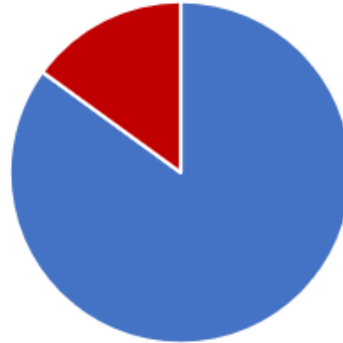
## Question 7

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 bans or limitations on the use of technology such as computers, mobile phones, tablets or similar devices including on the way in which such technology is used?

■ Yes - 777 (85.0%)

■ No - 137 (15.0%)





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