



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Queensland Sugar Limited**

**(B2024/151)**

**15 March 2024**

# 1. Ballot Result

Total Eligible Voters: 52  
Total Participated: 46

46 out of 52 have answered all questions 88.5%

Final Ballot Audit: Friday, 15 March 2024 at 12.15pm AWST

*Diagram 1: Final Vote Participation*

**The Australian Workers' Union Protected Action Ballot (B2024/151)**  
Voters: 52  
Total Participated: 46 (88.5%)

## 2. CiVS Independence Declaration

The Australian Workers' Union Protected Action Ballot (B2024/151) has been managed and declared independent of all other parties.

The Australian Workers' Union Protected Action Ballot (B2024/151) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

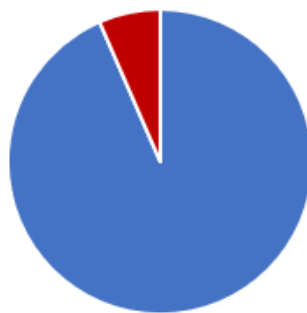
### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, of one (1) hour in duration?

- Yes - 43 (93.5%)
- No -3 (6.5%)

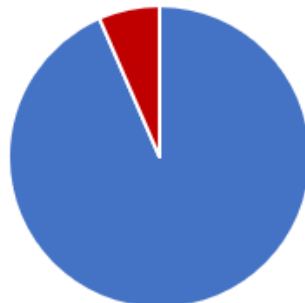


#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, of two (2) hour in duration?

- Yes - 43 (93.5%)
- No -3 (6.5%)



## Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, of four (4) hour in duration?

■ Yes - 41 (89.1%)

■ No - 5 (10.9%)



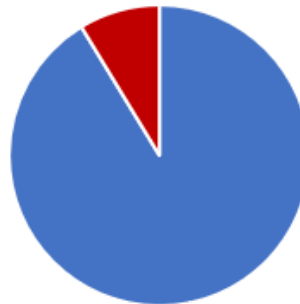
## Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, of eight (8) hour in duration?

■ Yes - 42 (91.3%)

■ No - 4 (8.7%)

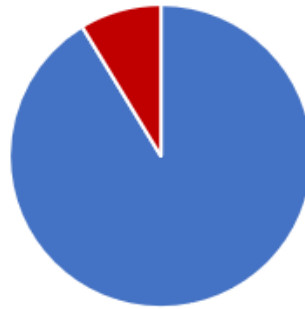


## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, of twenty-four (24) hour in duration?

- Yes - 42 (91.3%)
- No - 4 (8.7)

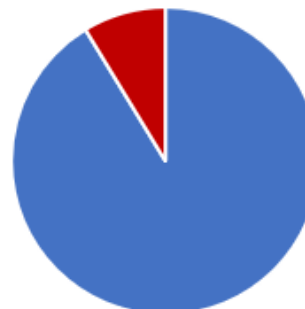


## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited or periodic bans on overtime?

- Yes - 42 (91.3%)
- No - 4 (8.7)

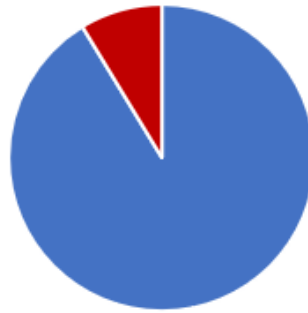


## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on performing call outs?

- Yes - 42 (91.3%)
- No - 4 (8.7)

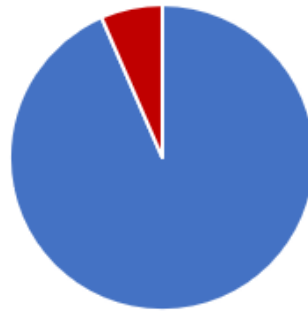


## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on the utilisation of high-risk tickets?

- Yes - 43 (93.5%)
- No - 3 (6.5%)

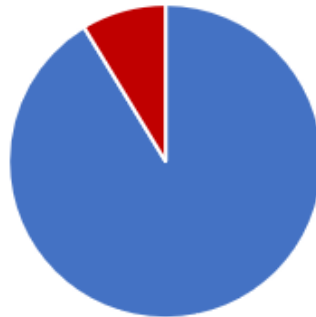


## Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited Number of indefinite or periodic bans on the performance of working additional shifts outside of the normal roster?

- Yes - 42 (91.3%)
- No - 4 (8.7)

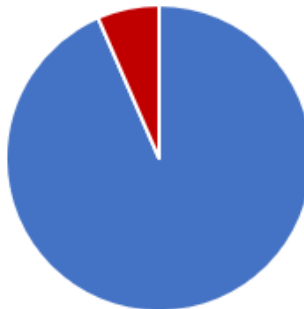


## Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited Number of indefinite or periodic bans on being flexible when taking meal and rest breaks?

- Yes - 43 (93.5%)
- No - 3 (6.5%)



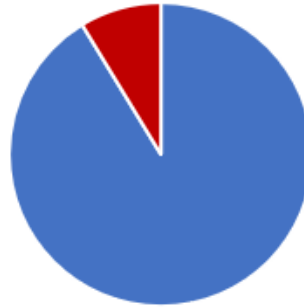
## Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited Number of indefinite or periodic bans on the using computers to document work?

■ Yes - 42 (91.3%)

■ No - 4 (8.7)



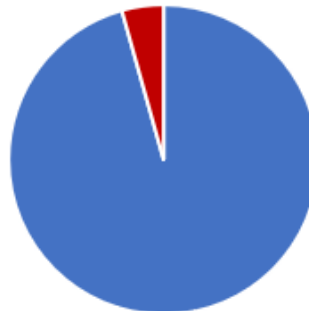
## Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited Number of indefinite or periodic bans on working with Contractors?

■ Yes - 44 (95.7%)

■ No - 2 (4.3%)



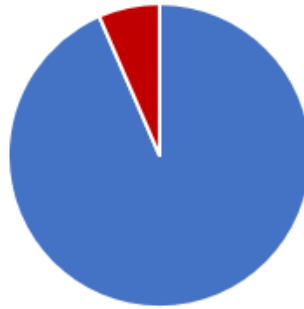


## Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on holding permits and/or signing on to permits?

- Yes - 43 (93.5%)
- No - 3 (6.5%)

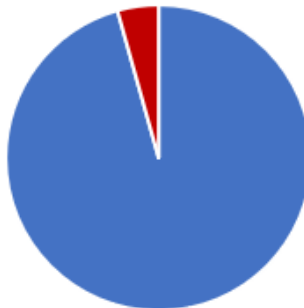


## Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans of the use of measuring and test equipment, including the usage of results/test sheets?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

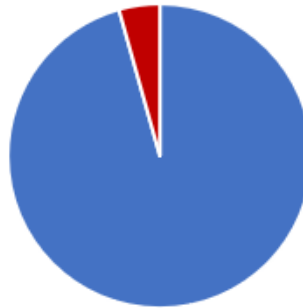


## Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans of accessing the live plant (unless for emergency purposes only)?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

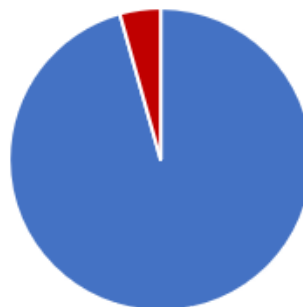


## Question 16

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

16. An unlimited number of indefinite or periodic bans of driving vehicles (including mobile plant, light vehicles such as utes, trucks and mules) (unless for emergency purposes only)?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

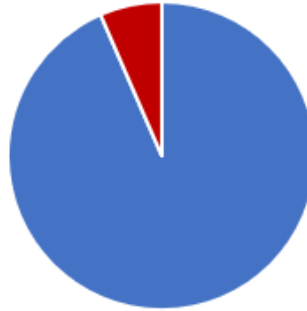


## Question 17

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of indefinite or periodic bans of completing planned work orders. Except where a critical task is required due to an imminent risk to a person's safety?

- Yes - 43 (93.5%)
- No - 3 (6.5%)

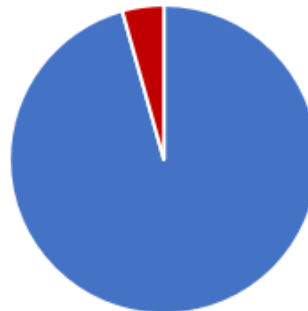


## Question 18

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of indefinite or periodic bans of the use of personal hand tools?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

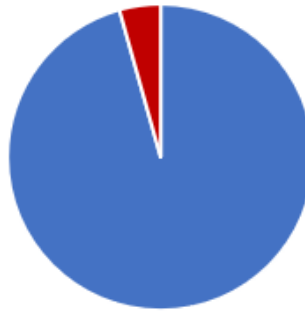


## Question 19

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

19. An indefinite or periodic ban on the use of keys (including locks for doors, vehicles and personal isolation locks and electronic swipe keys)?

- Yes - 44 (95.7%)
- No - 2 (4.3%)

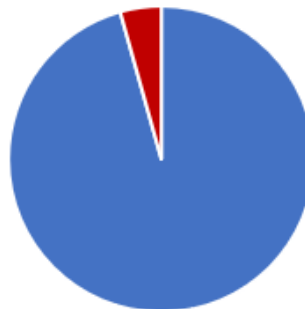


## Question 20

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

20. An unlimited number of indefinite or periodic bans on employees participating in a flying gang?

- Yes - 44 (95.7%)
- No - 2 (4.3%)





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