



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,  
Postal, Plumbing and Allied Services Union of Australia**

**v**

**Endeavour Energy Network Management Pty Ltd T/A  
Endeavour Energy  
(B2023/1400)**

**23 January 2024**

# 1. Ballot Result

Total Eligible Voters: 747

Total Participated: 583

583 out of 747 have answered all questions 78.0%

Final Ballot Audit: Tuesday, 23 January 2024 at 11.05am AWST

*Diagram 1: Final Vote Participation*

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1400)**

Voters: 747

Total Participated: 583 (78.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1400) has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2023/1400) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

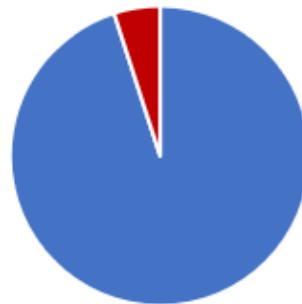
### 3. Questions and Results

#### 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 the following (subject to the Safety Commitment given below):

1. An unlimited number of 1 hour stoppages of work?

- Yes - 554 (95.0%)
- No - 29 (5.0%)

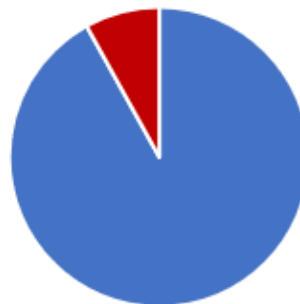


#### Question 2

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 the following (subject to the Safety Commitment given below):

2. An unlimited number of indefinite and/or periodic bans on the performance of overtime?

- Yes - 536 (91.9%)
- No - 47 (8.1%)

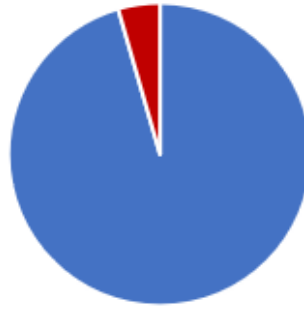


### Question 3

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 the following (subject to the Safety Commitment given below):

3. An unlimited number of indefinite and/or periodic bans on field staff switching for workgroups, contractors, ASPs, supply authorities or Ausconnex jobs, except to make safe in a fault?

- Yes - 557 (95.5%)
- No - 26 (4.5%)

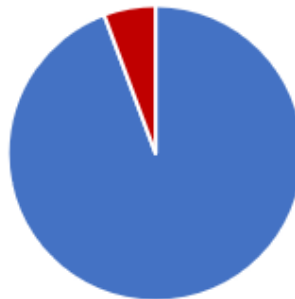


### Question 4

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 the following (subject to the Safety Commitment given below):

4. An unlimited number of indefinite and/or periodic bans on using physical or digital locking systems, including (but not limited to) locking or unlocking of phones, iPads, tablets, computers, switchboard, switch rooms, electrical cabinets, access gates, air brakes switches, circuit breakers, switching stations and sub stations?

- Yes - 550 (94.3%)
- No - 33 (5.7%)

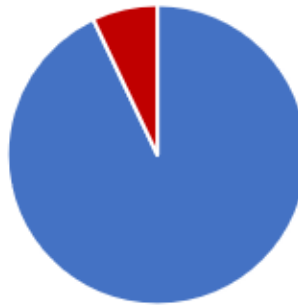


## Question 5

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 the following (subject to the Safety Commitment given below):

5. Speaking to members of the public during work related telephone calls about the industrial action and ETU/CEPU campaign for a new enterprise agreement?

- Yes - 542 (93.0%)
- No - 41 (7.0%)

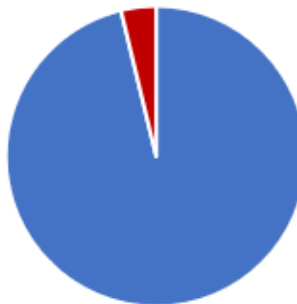


## Question 6

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 the following (subject to the Safety Commitment given below):

6. An unlimited number of indefinite and/or periodic bans of the use of Teams?

- Yes - 561 (96.2%)
- No - 22 (3.8%)

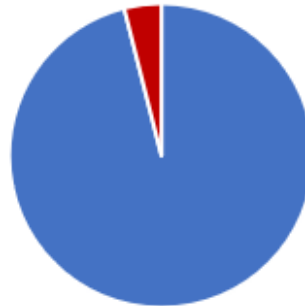


## Question 7

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 the following (subject to the Safety Commitment given below):

7. A ban on writing or approving switching plans for planned switching at short notice (72 hours or less)?

- Yes - 560 (96.1%)
- No - 23 (3.9%)

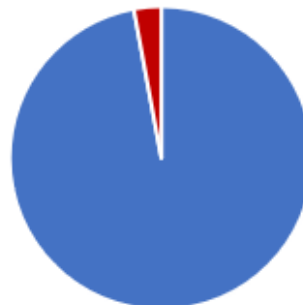


## Question 8

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 the following (subject to the Safety Commitment given below):

8. A ban on managers and supervisors covered by the proposed enterprise agreement reporting planned protected industrial action to the company?

- Yes - 566 (97.1%)
- No - 17 (2.9%)

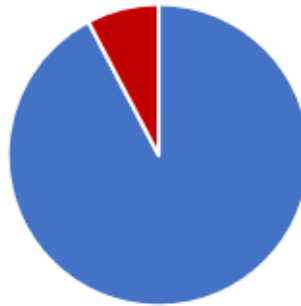


## Question 9

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 the following (subject to the Safety Commitment given below):

9. An unlimited number of indefinite and/or periodic bans on reversing a company vehicle without a spotter?

- Yes - 538 (92.3%)
- No - 45 (7.7%)

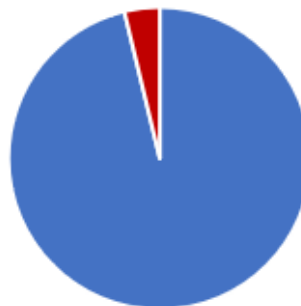


## Question 10

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 the following (subject to the Safety Commitment given below):

10. An unlimited number of indefinite and/or periodic bans on answering work calls and emails outside of rostered hours?

- Yes - 561 (96.2%)
- No - 22 (3.8%)



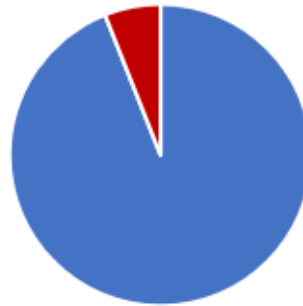
## Question 11

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 the following (subject to the Safety Commitment given below):

11. An unlimited number of indefinite and/or periodic bans on the use of electronic devices.

■ Yes - 548 (94.0%)

■ No - 35 (6.0%)







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