



**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**

**EDI Rail PPP Maintenance Pty Ltd  
(B2023/765)**

**16 August 2023**

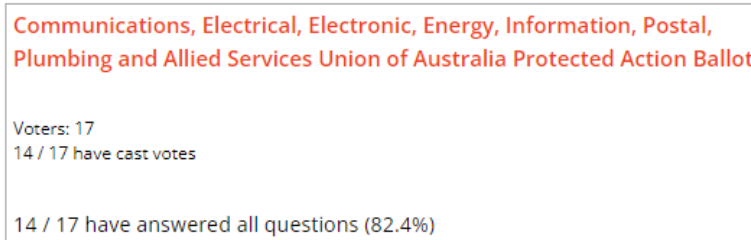
# 1. Ballot Result

Total Eligible Voters: 17  
Total Participated: 14

14 out of 17 have answered all questions 82.4%

Final Ballot Audit: Wednesday, 16 August 2023 at 12.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

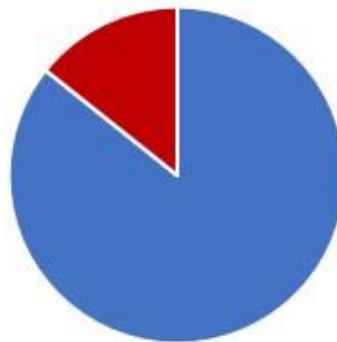
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

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

- Yes - 12 (86%)
- No - 2 (14%)

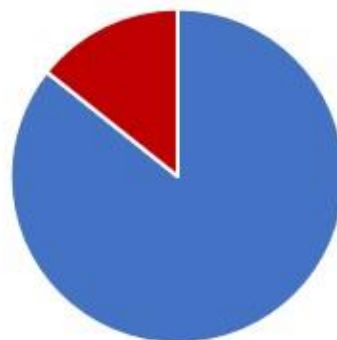


#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of 2 hour stoppages of work?

- Yes - 12 (86%)
- No - 2 (14%)



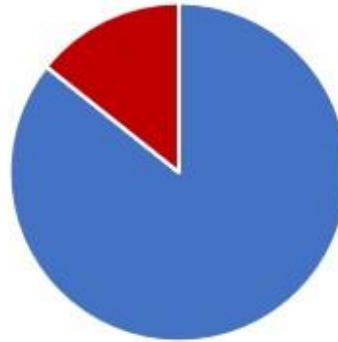
### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. An unlimited number of 3 hour stoppages of work?

■ Yes - 12 (86%)

■ No - 2 (14%)



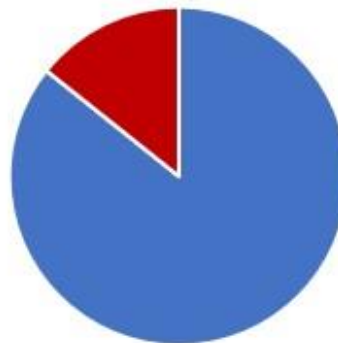
### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An unlimited number of 4 hour stoppages of work?

■ Yes - 12 (86%)

■ No - 2 (14%)

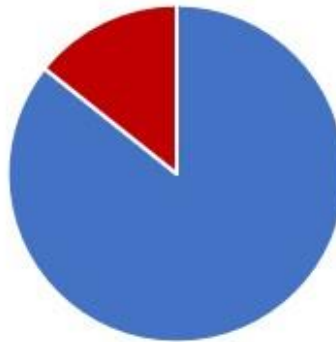


## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of 8 hour stoppages of work?

- Yes - 12 (86%)
- No - 2 (14%)

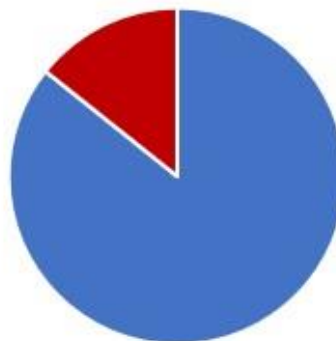


## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of 12 hour stoppages of work?

- Yes - 12 (86%)
- No - 2 (14%)

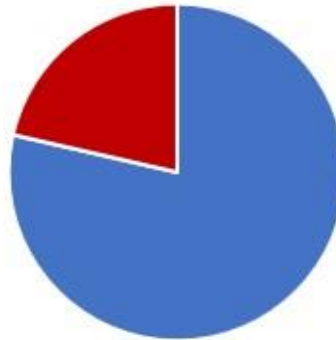


## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An unlimited number of 24 hour stoppages of work?

- Yes - 11 (79%)
- No - 3 (21%)

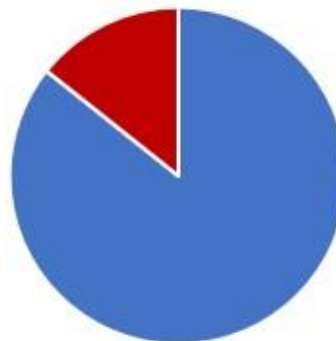


## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An unlimited number of 48 hour stoppages of work?

- Yes - 12 (86%)
- No - 2 (14%)

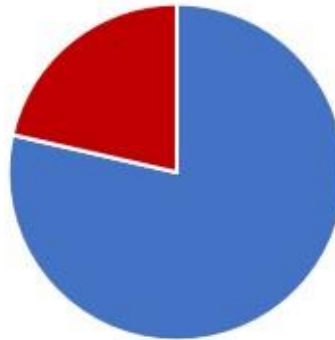


## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An unlimited number of 72 hour stoppages of work?

- Yes - 11 (79%)
- No - 3 (21%)

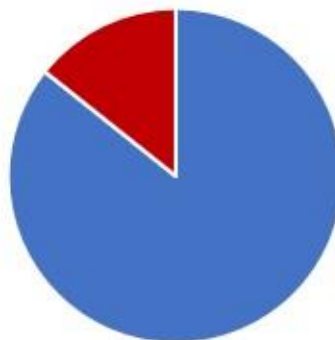


## Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. An unlimited number of stoppages of work for a period of one week?

- Yes - 12 (86%)
- No - 2 (14%)

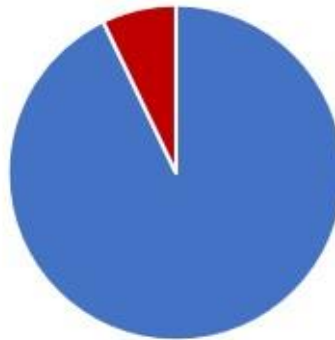


## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An unlimited number of indefinite stoppages of work?

- Yes - 13 (93%)
- No - 1 (7%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

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

- Yes - 14 (100%)
- No - 0 (0%)



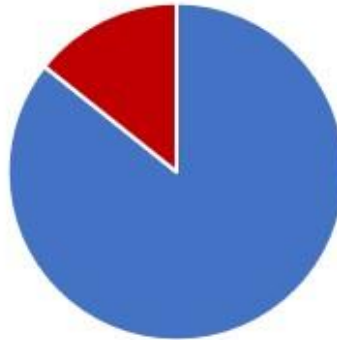


## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of indefinite or periodic bans on using locking systems, whether mechanical or digital, other than locking or unlocking a motor vehicle, except in emergencies to prevent imminent hazards to employees or the public?

- Yes - 12 (86%)
- No - 2 (14%)

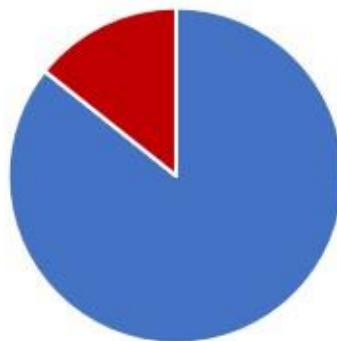


## Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of indefinite or periodic bans on reclamation of parts from rolling stock?

- Yes - 12 (86%)
- No - 2 (14%)

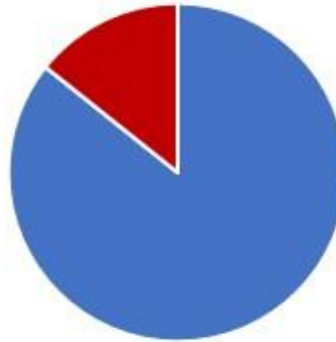


## Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of indefinite or periodic bans on the installation of reclaimed parts in rolling stock?

- Yes - 12 (86%)
- No - 2 (14%)

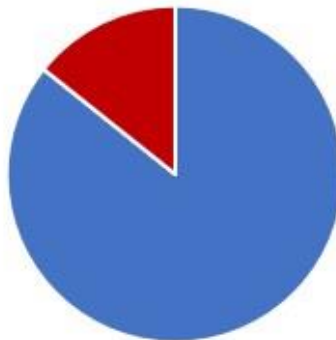


## Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of indefinite or periodic bans on 1500V DC switching, except in emergencies to prevent imminent hazards to employees or the public?

- Yes - 12 (86%)
- No - 2 (14%)

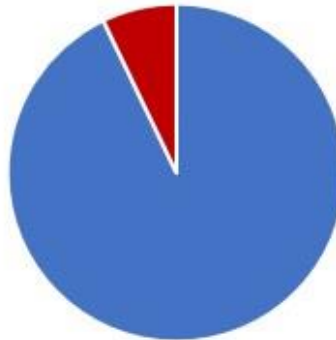


## Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. Work to rule?

- Yes - 13 (93%)
- No - 1 (7%)

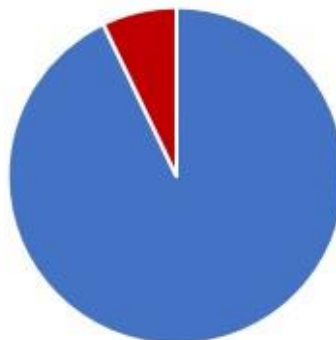


## Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of indefinite or periodic bans on the use of power tools?

- Yes - 13 (93%)
- No - 1 (7%)

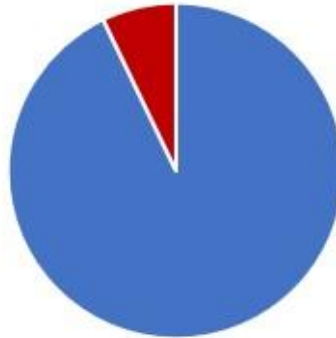


## Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of indefinite or periodic bans on the use of pneumatic tools?

- Yes - 13 (93%)
- No - 1 (7%)



## Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of indefinite or periodic bans on the use of hand tools?

- Yes - 13 (93%)
- No - 1 (7%)

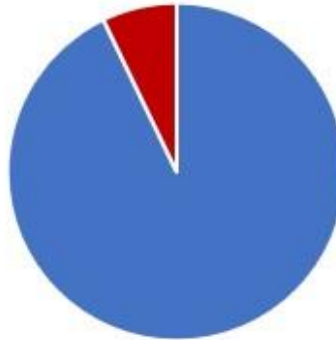


## Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

21. An unlimited number of indefinite or periodic bans on the use of electronic devices (Computers, mobile phones, tablets, etc.)?

- Yes - 13 (93%)
- No - 1 (7%)

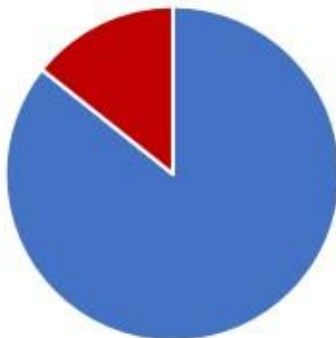


## Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of indefinite or periodic bans on the use and operation of forklifts?

- Yes - 12 (86%)
- No - 2 (14%)

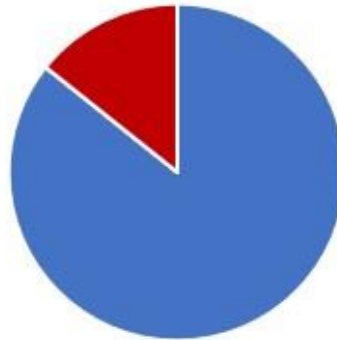


## Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

23. An unlimited number of indefinite or periodic bans on the use and operation of cranes?

- Yes - 12 (86%)
- No - 2 (14%)

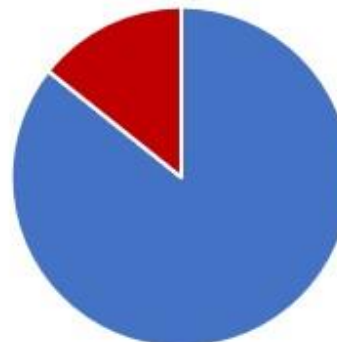


## Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

24. An unlimited number of indefinite or periodic bans on shunting?

- Yes - 12 (86%)
- No - 2 (14%)

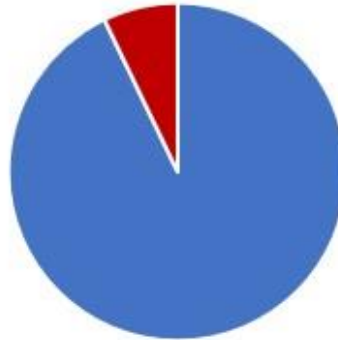


## Question 25

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

25. An unlimited number of indefinite or period bans on carrying out maintenance on rollingstock on the Newcastle Light Rail alignment; maintenance must be carried out in the depot?

- Yes - 13 (93%)
- No - 1 (7%)

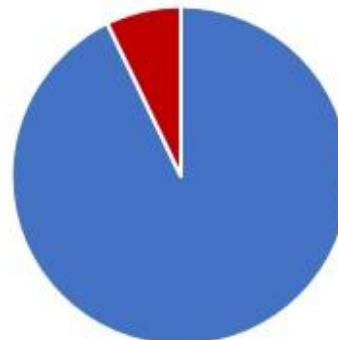


## Question 26

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

26. An unlimited number of indefinite or periodic bans on work where work instructions are not site specific?

- Yes - 13 (93%)
- No - 1 (7%)



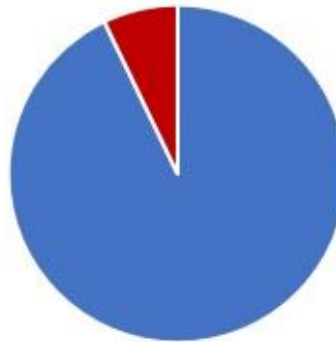


## Question 27

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

27. An unlimited number of indefinite or periodic bans on work where there is no Current Work Instructions (CWI)?

- Yes - 13 (93%)
- No - 1 (7%)

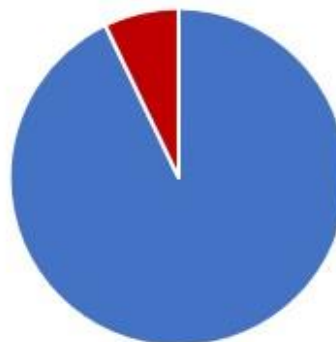


## Question 28

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

28. An unlimited number of indefinite or periodic bans on completing paperwork (electronic or physical)?

- Yes - 13 (93%)
- No - 1 (7%)



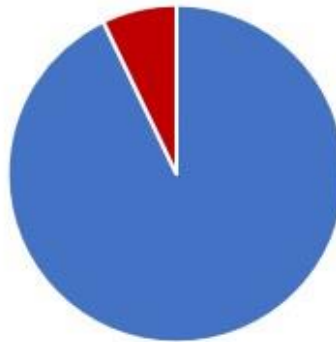


## Question 29

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

29. An unlimited number of indefinite or periodic bans on working with non-direct hire?

- Yes - 13 (93%)
- No - 1 (7%)

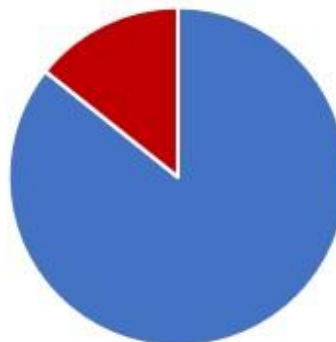


## Question 30

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

30. An unlimited number of indefinite or periodic bans on boarding the train and or rollingstock?

- Yes - 12 (86%)
- No - 2 (14%)

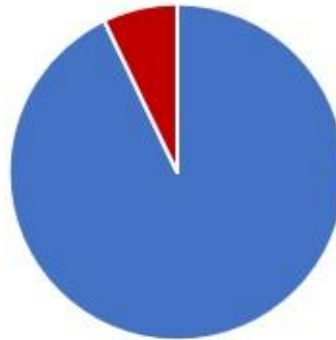


## Question 31

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

31. An unlimited number of indefinite or periodic bans on consultation with train crew?

- Yes - 13 (93%)
- No - 1 (7%)

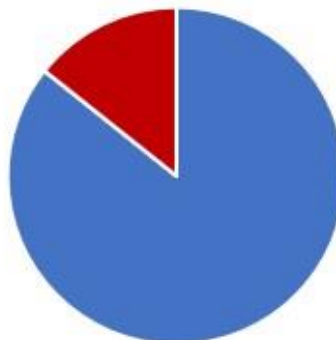


## Question 32

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

32. An unlimited number of indefinite or periodic bans on the completion of exam packs?

- Yes - 12 (86%)
- No - 2 (14%)

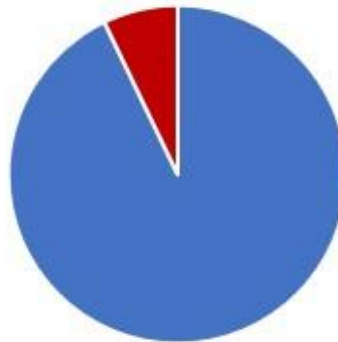


## Question 33

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

33. An unlimited number of indefinite or periodic practice of reviewing all procedures and Job Safety Environmental Analysis before undertaking a task?

- Yes - 13 (93%)
- No - 1 (7%)

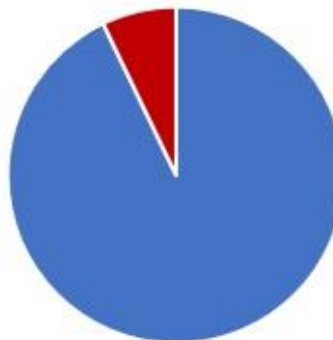


## Question 34

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

34. An unlimited number of indefinite or periodic bans on initial generation of RIRO & Shunt plan, NO updates?

- Yes - 13 (93%)
- No - 1 (7%)



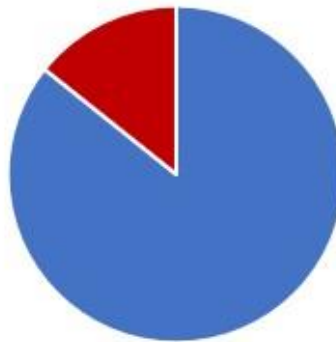
## Question 35

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

35. An unlimited number of indefinite or periodic bans on WHISPIRS?

■ Yes - 12 (86%)

■ No - 2 (14%)



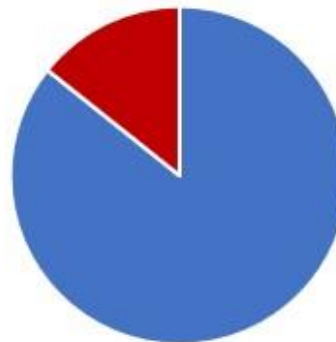
## Question 36

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

36. An unlimited number of indefinite or periodic bans on RDA's?

■ Yes - 12 (86%)

■ No - 2 (14%)

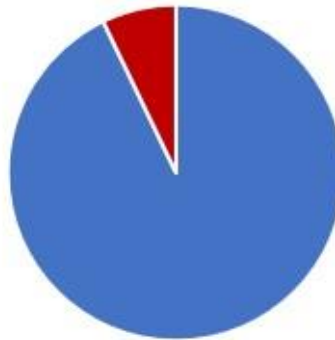


## Question 37

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

37. An unlimited number of indefinite or periodic bans on Rd requests, CIL changes, and swing aways?

- Yes - 13 (93%)
- No - 1 (7%)

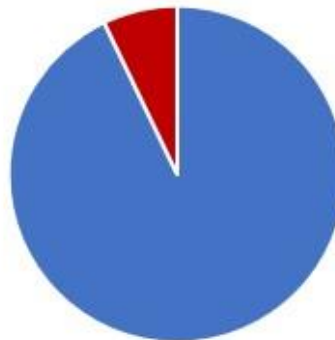


## Question 38

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

38. An unlimited number of indefinite or periodic bans on ISR lists?

- Yes - 13 (93%)
- No - 1 (7%)

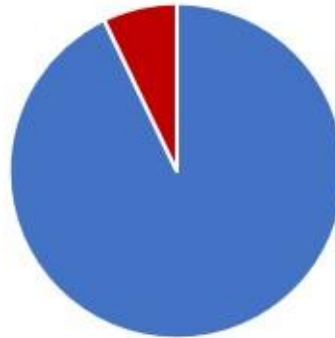


## Question 39

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

39. An unlimited number of indefinite or periodic bans on reviews for duplicates and SLAs to be applied for new faults?

- Yes - 13 (93%)
- No - 1 (7%)

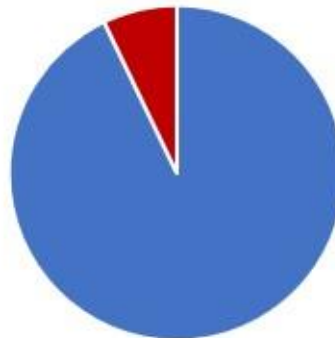


## Question 40

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

40. An unlimited number of indefinite or periodic bans on actioning late booked faults emails?

- Yes - 13 (93%)
- No - 1 (7%)



## Question 41

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

41. An unlimited number of indefinite or periodic bans on carrying FWDs?

■ Yes - 13 (93%)

■ No - 1 (7%)







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