



**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**

**Icon Distribution Investments Limited and Jemena Networks  
(ACT) Pty Ltd T/A Evoenergy  
(B2023/919)**

**14 September 2023**

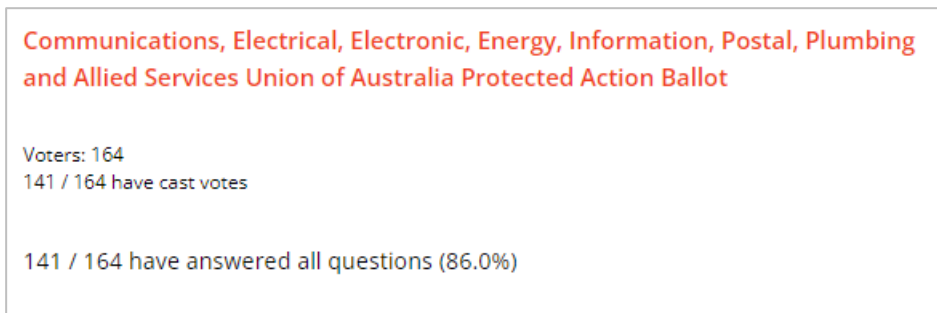
# 1. Ballot Result

Total Eligible Voters: 164  
Total Participated: 141

141 out of 164 have answered all questions 86.0%

Final Ballot Audit: Thursday, 14 September 2023 at 2.05pm 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

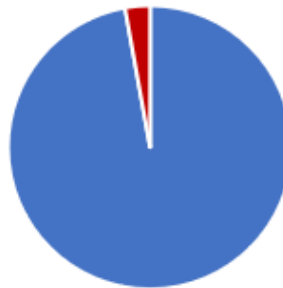
### 3. Questions and Results

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

1. An unlimited number of indefinite or periodic bans on executing or issuing any switching steps/operations that receive a Blocking Validation message on ADMS during planned switching?

- Yes - 137 (97%)
- No - 4 (3%)

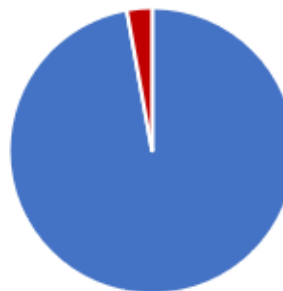


#### Question 2

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

2. An unlimited number of indefinite or periodic bans on writing or approving short notice switching plans for planned switching?

- Yes - 137 (97%)
- No - 4 (3%)

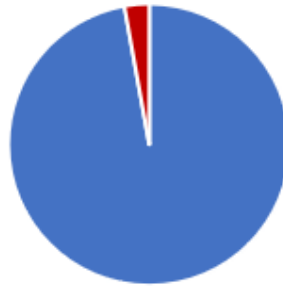


## Question 3

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

3. An unlimited number of indefinite or periodic bans on issuing or executing any steps on ADMS for planned switching?

- Yes - 137 (97%)
- No - 4 (3%)

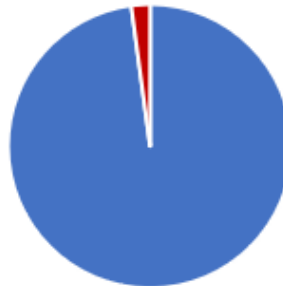


## Question 4

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

4. 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 - 138 (98%)
- No - 3 (2%)



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

5. Wearing ETU/CEPU and industrial campaign-related t-shirts, caps, badges, facemasks in Evoenergy offices?

- Yes - 132 (94%)
- No - 9 (6%)

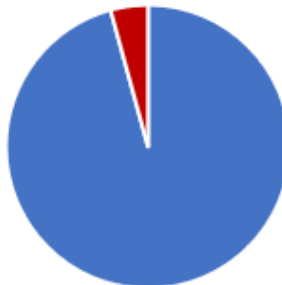


## Question 6

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

6. Distributing ETU/CEPU and industrial campaign-related material to members of the public and Evoenergy staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?

- Yes - 135 (96%)
- No - 6 (4%)

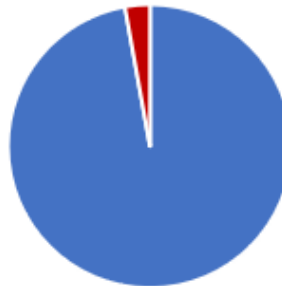


## Question 7

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

7. During work time, providing information, in any form, concerning the views of employees about industrial action and the ETU/CEPU campaign for a new enterprise agreement to members of the community including to members of the media?

- Yes - 137 (97%)
- No - 4 (3%)



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

8. During work time, providing the email address of the ActewAGL Chief Executive Officer, ActewAGL People and Legal General Manager, Evoenergy General Manager and Evoenergy Network Services Manager to members of the community including to members of the media when communicating about the industrial action and ETU/CEPU campaign for a new enterprise agreement?

- Yes - 131 (93%)
- No - 10 (7%)





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