



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

**Queensland Sugar Limited
(B2024/154)**

15 March 2024

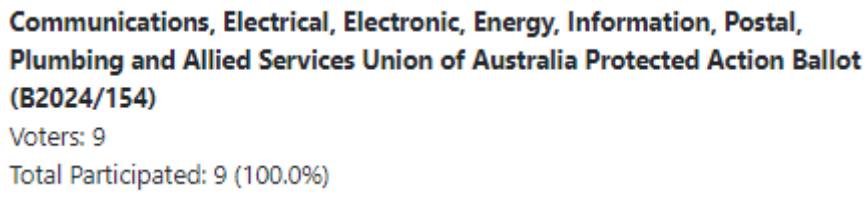
1. Ballot Result

Total Eligible Voters: 9
Total Participated: 9

9 out of 9 have answered all questions 100.0%

Final Ballot Audit: Friday, 15 March 2024 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 (B2024/154) 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 (B2024/154) 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 against your employer 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 - 9 (100%)
- No - 0 (0%)



Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer 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 four (4) hour in duration?

- Yes - 9 (100%)
- No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer 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 eight (8) hour in duration?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 4

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

4. An indefinite or periodic ban on the use of specialised licences including high risk and MR (but excluding electrical licence)?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 5

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

5. An indefinite or periodic ban on the use of technology (including iPads, phones, tablets and 2-way radios)?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 6

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

6. An indefinite or periodic ban on the use of paperwork?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 7

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

7. An indefinite or periodic ban on the performance of statutory maintenance tasks?

- Yes - 9 (100%)
- No - 0 (0%)



Question 8

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

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

- Yes - 9 (100%)
- No - 0 (0%)



Question 9

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

9. An indefinite or periodic ban on the use of tools (including hand tools, power tools and multi-metres)?

- Yes - 9 (100%)
- No - 0 (0%)



Question 10

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

10. 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 - 9 (100%)
- No - 0 (0%)



Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action against your employer 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 working with Contractors?

■ Yes - 9 (100%)

■ No - 0 (0%)





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