



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

**Essential Energy
(B2024/885)**

29 July 2024

1. Ballot Result

Total Eligible Voters: 1,865
Total Participated: 1,370

1,370 out of 1,865 have answered all questions 73.5%

Final Ballot Audit: Monday, 29 July 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/885)

Voters: 1865

Total Participated: 1370 (73.5%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/885) 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 (B2024/885) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

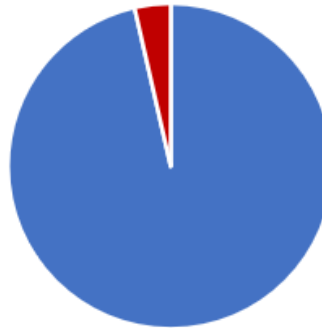
3. Questions and Results

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 15 minute stoppages of work?

- Yes - 1321 (96.4%)
- No - 49 (3.6%)

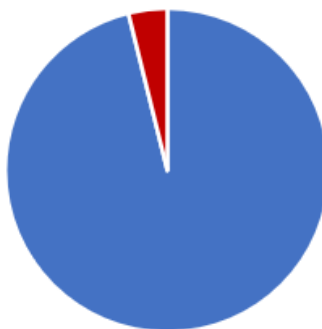


Question 2

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 1 hour stoppages of work?

- Yes - 1317 (96.1%)
- No - 53 (3.9%)

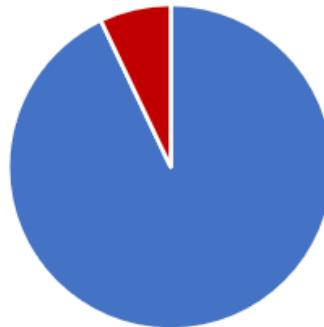


Question 3

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 or periodic bans on the performance of overtime?

- Yes - 1273 (92.9%)
- No - 97 (7.1%)

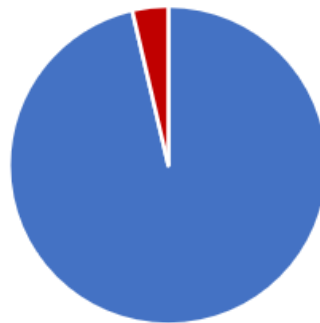


Question 4

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 or periodic bans on the use of Outlook, Field Portal App, Power On Mobile (POM), Fleet App, Totalsafe, Concur and/or Docs on Demand?

- Yes - 1320 (96.4%)
- No - 50 (3.6%)

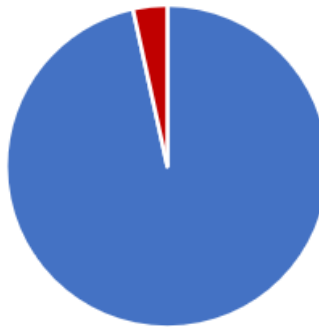


Question 5

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

- Yes - 1323 (96.6%)
- No - 47 (3.4%)

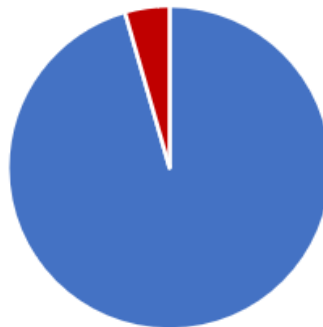


Question 6

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 or periodic bans on travelling outside normal working hours?

- Yes - 1309 (95.5%)
- No - 61 (4.5%)



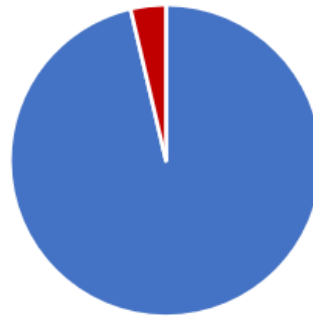
Question 7

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. An unlimited number of indefinite 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 - 1320 (96.4%)

■ No - 50 (3.6%)



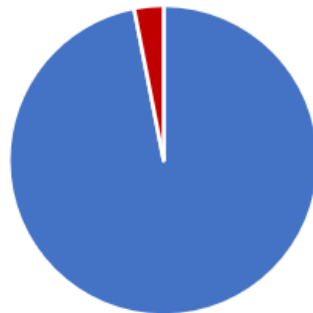
Question 8

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. An unlimited number of indefinite or periodic bans issuing Access Permits and Field access Authorities to persons who are not employed by Essential Energy?

■ Yes - 1328 (96.9%)

■ No - 42 (3.1%)

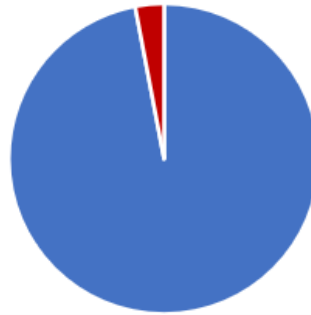


Question 9

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 or periodic bans on Field Staff switching for Workgroups, Contractors and/or Accredited Service Providers (ASPs)?

- Yes - 1329 (97.0%)
- No - 41 (3.0%)

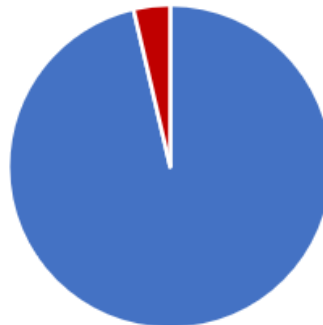


Question 10

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 or periodic bans on certifying Level 3 Accredited Service Providers (ASPs) design?

- Yes - 1320 (96.4%)
- No - 50 (3.6%)

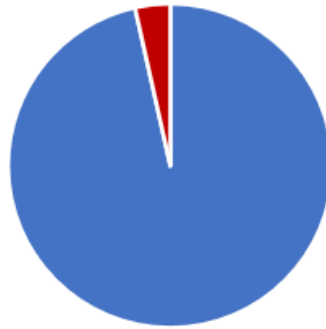


Question 11

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 or periodic bans on inspecting Level 1 Accredited Service Providers (ASPs) projects?

- Yes - 1322 (96.5%)
- No - 48 (3.5%)

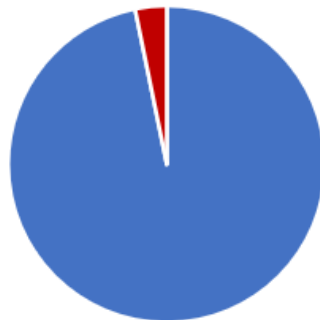


Question 12

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):

12. An unlimited number of indefinite or periodic bans on Temporary Isolation Group Supply (TIGS) jobs?

- Yes - 1326 (96.8%)
- No - 44 (3.2%)

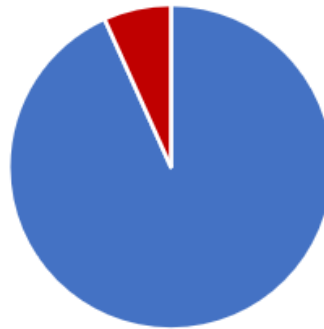


Question 13

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):

13. An unlimited number of indefinite or periodic bans on Substation Verification for Life Support customers?

- Yes - 1278 (93.3%)
- No - 92 (6.7%)

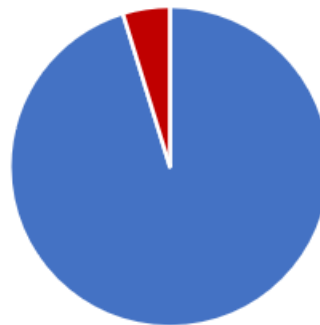


Question 14

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):

14. An unlimited number of indefinite or periodic bans on performing the role of Leading Hand where those appointments are made on a daily basis prior to the commencement of planned work each day?

- Yes - 1305 (95.3%)
- No - 65 (4.7%)

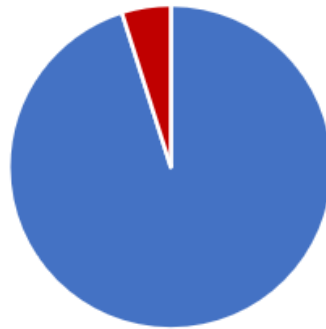


Question 15

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):

15. An unlimited number of indefinite or periodic bans on performing higher duties?

- Yes - 1303 (95.1%)
- No - 67 (4.9%)

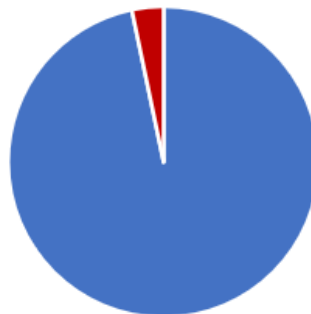


Question 16

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):

16. An unlimited number of indefinite or periodic bans on issuing Access Permits other than under fault and emergency conditions?

- Yes - 1325 (96.7%)
- No - 45 (3.3%)

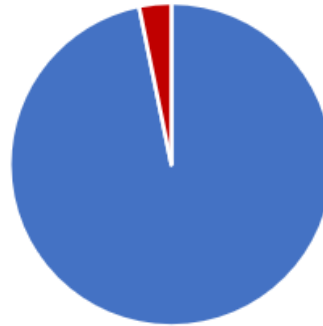


Question 17

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):

17. An unlimited number of indefinite or periodic bans on creating or writing planned switching sheets other than in fault and emergency situations?

- Yes - 1326 (96.8%)
- No - 44 (3.2%)

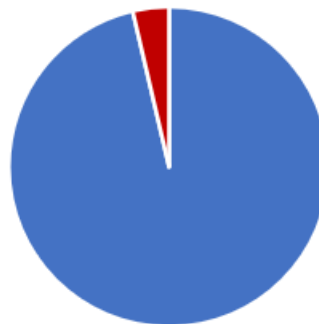


Question 18

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):

18. An unlimited number of indefinite or periodic bans on issuing steps on multiple switching sheets (ie employees will issue steps on only one Switching sheets at a time)?

- Yes - 1320 (96.4%)
- No - 50 (3.6%)

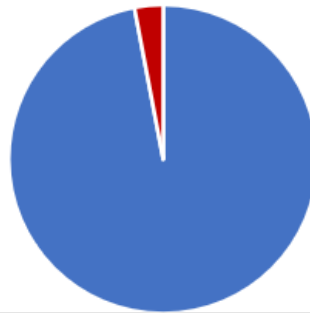


Question 19

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):

19. An unlimited number of indefinite or periodic bans on the control room staff carrying out any Network Access Request (NAR) or customer switching?

- Yes - 1329 (97.0%)
- No - 41 (3.0%)

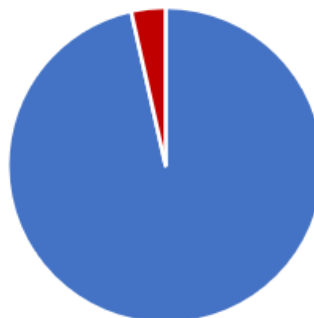


Question 20

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):

20. An unlimited number of indefinite or periodic bans on the performance of work with the Power On Mobile (POM) system, excluding employees who work in the control room?

- Yes - 1322 (96.5%)
- No - 48 (3.5%)

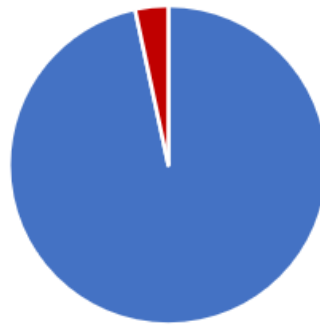


Question 21

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):

21. An unlimited number of indefinite or periodic bans on the strict adherence to CEOP 2056 in relation to Network Access Requests (NARs)?

- Yes - 1324 (96.6%)
- No - 46 (3.4%)

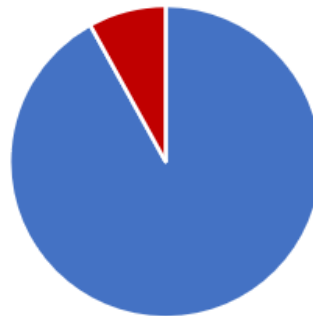


Question 22

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):

22. An unlimited number of indefinite or periodic bans on the performance of work unless the employee doing the work is wearing union/or campaign related clothing, badges and/or stickers (but not so as to interfere with Personal Protected Equipment)?

- Yes - 1260 (92.0%)
- No - 110 (8.0%)

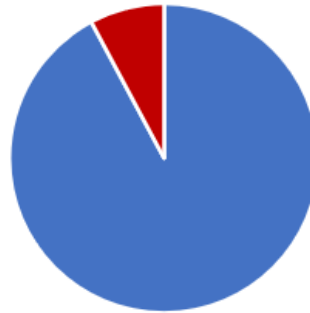


Question 23

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):

23. An unlimited number of indefinite or periodic bans on sending outgoing mail and/or email without including ETU logos and/or campaign related information?

- Yes - 1263 (92.2%)
- No - 107 (7.8%)

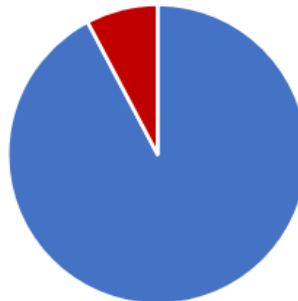


Question 24

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):

24. An unlimited number of indefinite or periodic bans on sending outgoing mail and/or email without including a statement within the mail or email encouraging the recipient to send an email to the Essential Energy CEO, Executive Manager Engineering and/or General Manager Customer and Network Services supporting the union's members claims for the proposed enterprise agreement (including providing the email address of the relevant person/s)?

- Yes - 1264 (92.3%)
- No - 106 (7.7%)



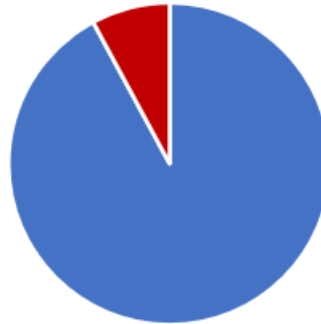
Question 25

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):

25. Altering the performance of work, by interrupting normal duties to attach industrial campaign-related material to Essential Energy materials and displays and/or distribute campaign related materials to members of the public?

■ Yes - 1262 (92.1%)

■ No - 108 (7.9%)



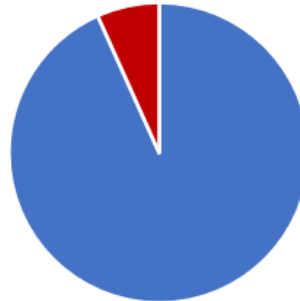
Question 26

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):

26. Altering the performance of work, by interrupting normal duties and/or stopping work to communicate with members of the public, including by social media or communicating with members of the media or parliament, to support the union members' claims in relation to the proposed enterprise agreement notwithstanding any contrary obligation in company policy or employee contract with respect to a prohibition on such action.

■ Yes - 1278 (93.3%)

■ No - 92 (6.7%)



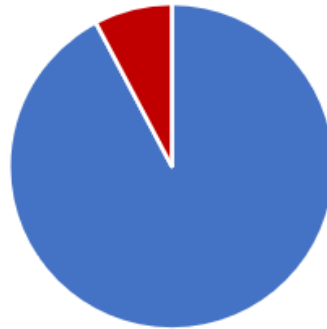
Question 27

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):

27. Altering the performance of work, by speaking to members of the public during work related telephone calls about the industrial action and/or ETU/CEPU campaign for a new enterprise agreement?

■ Yes - 1264 (92.3%)

■ No - 106 (7.7%)



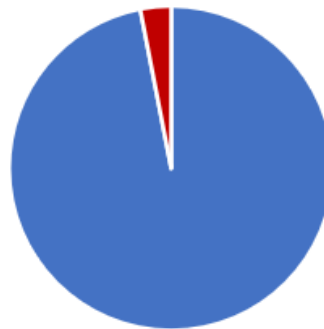
Question 28

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):

28. Indefinite or periodic bans on performing work normally performed by another employee who is taking protected industrial action?

■ Yes - 1328 (96.9%)

■ No - 42 (3.1%)





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