



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

O'Brien Glass Industries Ltd

(B2023/1318)

20 December 2023

1. Ballot Result

Total Eligible Voters: 14
Total Participated: 9

9 out of 14 have answered all questions 64.3%

Final Ballot Audit: Wednesday, 20 December 2023 12.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2023/1318)
Voters: 14
Total Participated: 9 (64.3%)

2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2023/1318) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2023/1318) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

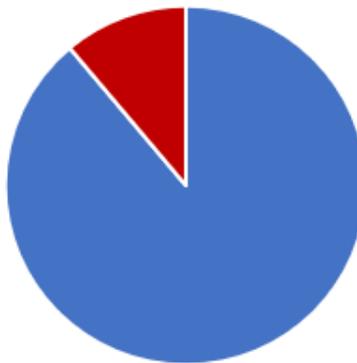
3. Questions and Results

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:

1. An unlimited number of stoppages of work, including consecutive stoppages of work of one (1) hour in duration?

- Yes - 8 (88.9%)
- No - 1 (11.1%)

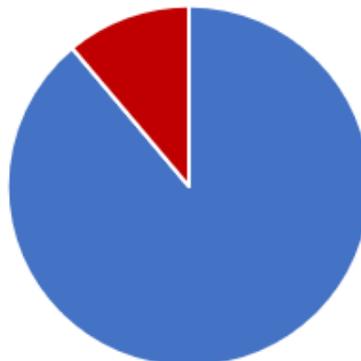


Question 2

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:

2. An unlimited number of stoppages of work, including consecutive stoppages of work of two (2) hour in duration?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



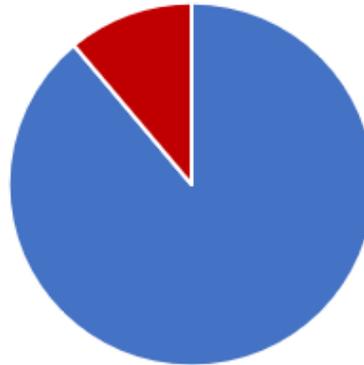
Question 3

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:

3. An unlimited number of stoppages of work, including consecutive stoppages of work of four (4) hour in duration?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



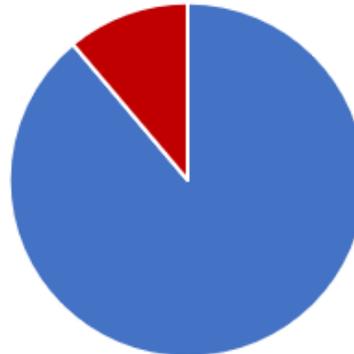
Question 4

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:

4. An unlimited number of stoppages of work, including consecutive stoppages of work of six (6) hour in duration?

■ Yes - 8 (88.9%)

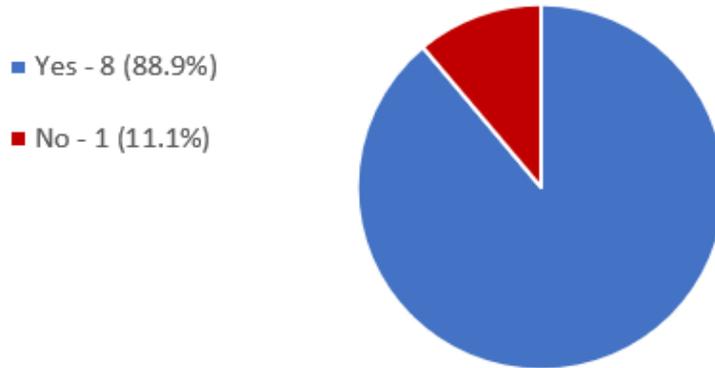
■ No - 1 (11.1%)



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:

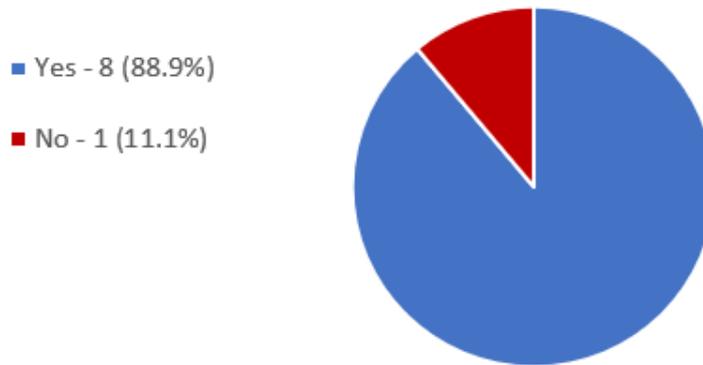
5. An unlimited number of stoppages of work, including consecutive stoppages of work of eight (8) hour in duration?



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:

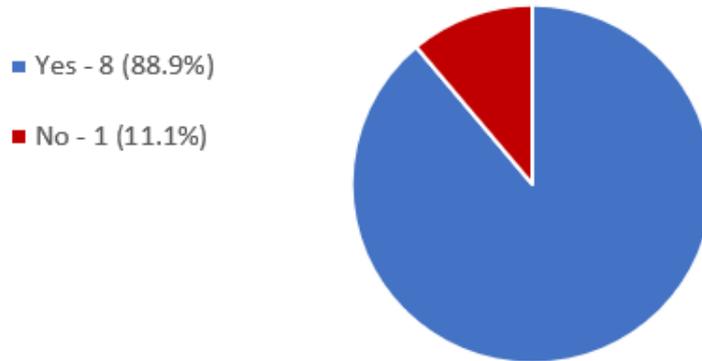
6. An unlimited number of stoppages of work, including consecutive stoppages of work of twelve (12) hour in duration?



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:

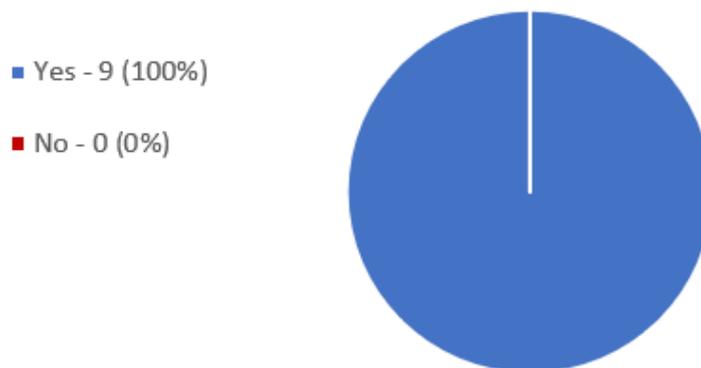
7. An unlimited number of stoppages of work, including consecutive stoppages of work of twenty-four (24) hour in duration?



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:

8. An indefinite or periodic ban on processing of payments on the Digital Tablet and/or EFTPOS Square Device?



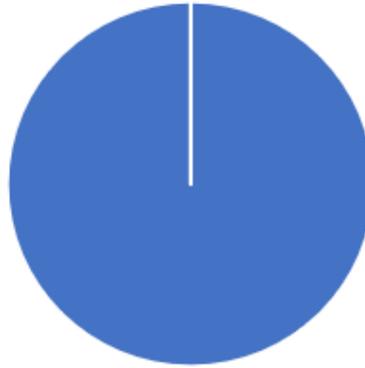
Question 9

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:

9. An indefinite or periodic ban on the use of technology including (but not limited to) phones, computers, tablet computers, radios, fax machines and the like?

■ Yes - 9 (100%)

■ No - 0 (0%)





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