



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Construction, Forestry and Maritime Employees Union

v

CPB Contractors Pty Ltd

B2024/260

22 April 2024

1. Ballot Result

Total Eligible Voters: 15
Total Participated: 15

15 out of 15 have answered all questions 100%

Final Ballot Audit: Friday, 12 April 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/260)
Voters: 15
Total Participated: 15 (100.0%)

2. CiVS Independence Declaration

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

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

Yours Sincerely,



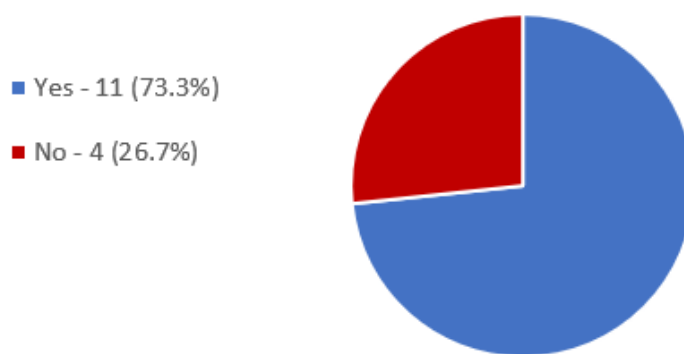
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

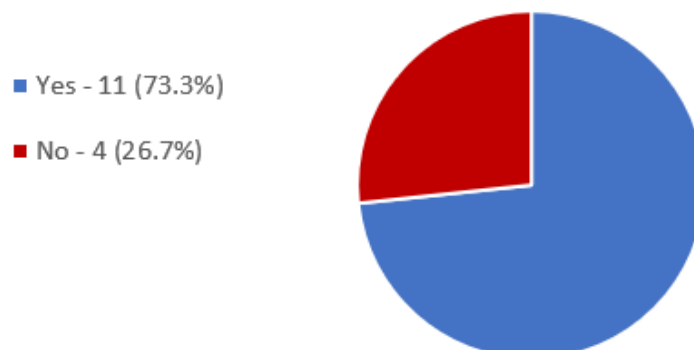
1. An unlimited number of stoppages of work, including consecutive stoppages of work of one (1) hour in duration?



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?



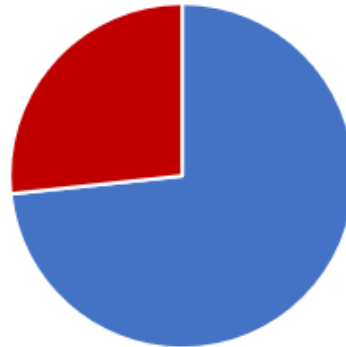
Question 3

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 - 11 (73.3%)

■ No - 4 (26.7%)



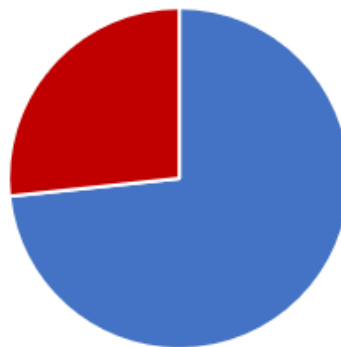
Question 4

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 - 11 (73.3%)

■ No - 4 (26.7%)

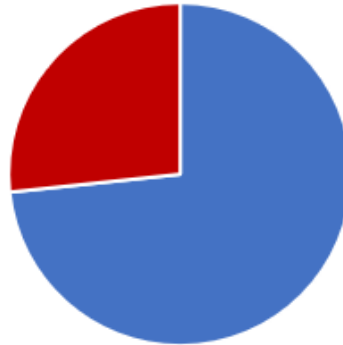


Question 5

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?

- Yes - 11 (73.3%)
- No - 4 (26.7%)

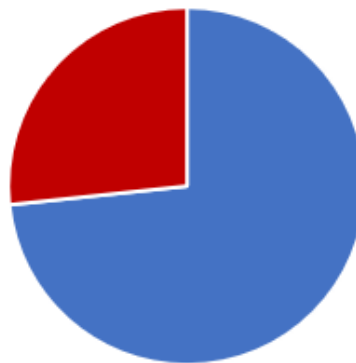


Question 6

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?

- Yes - 11 (73.3%)
- No - 4 (26.7%)

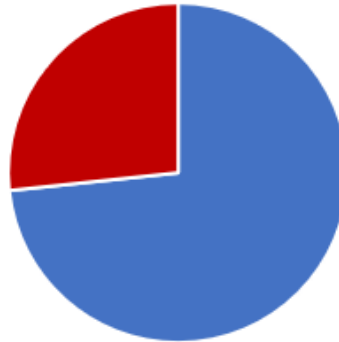


Question 7

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?

- Yes - 11 (73.3%)
- No - 4 (26.7%)

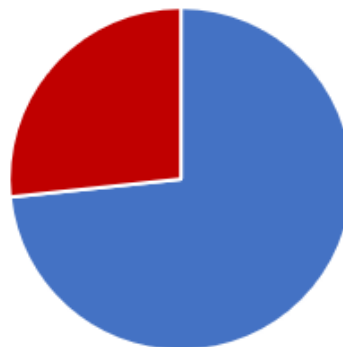


Question 8

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 unlimited number of indefinite or periodic bans on the performance of overtime, except in the case of emergencies, by all or part of the workforce? (Overtime Ban)

- Yes - 11 (73.3%)
- No - 4 (26.7%)

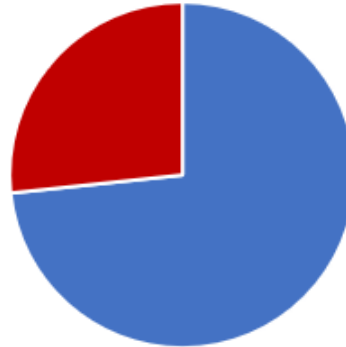


Question 9

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 paperwork (other than regulator or safety related paperwork)?

- Yes - 11 (73.3%)
- No - 4 (26.7%)

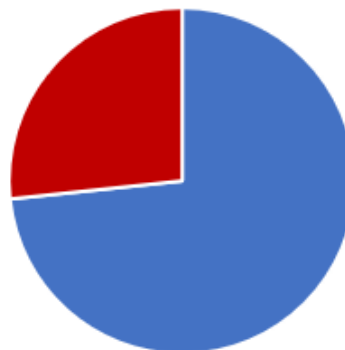


Question 10

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:

10. 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 - 11 (73.3%)
- No - 4 (26.7%)





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