



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

United Workers' Union

v

**Spotless Facility Services Pty Ltd T/A Downer
(B2023/802)**

29 August 2023

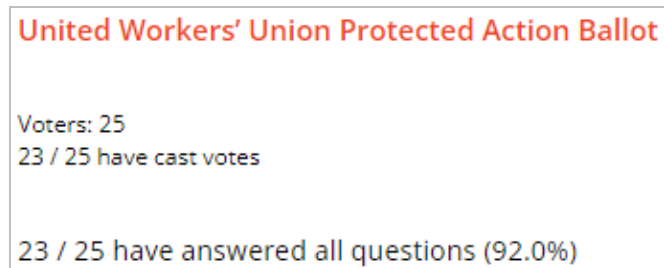
1. Ballot Result

Total Eligible Voters: 25
Total Participated: 23

23 out of 25 have answered all questions 92.0%

Final Ballot Audit: Tuesday, 29 August 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The United Workers' Union Protected Action Ballot has been managed and declared independent of all other parties.

The United Workers' 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 Spotless Facility Services Pty Ltd, do you authorise protected industrial action against your employer, separately, concurrently, and/or consecutively, in the form of:

1. An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration?

- Yes - 23 (100%)
- No - 0 (0%)



Question 2

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

2. An unlimited number of stoppages of work of an indefinite duration?

- Yes - 23 (100%)
- No - 0 (0%)



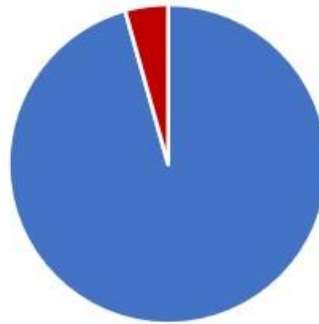
Question 3

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

3. An unlimited number of indefinite or periodic bans on the performance of work without a union badge or sticker attached to an employee's prescribed uniform?

■ Yes - 22 (96%)

■ No -1 (4%)



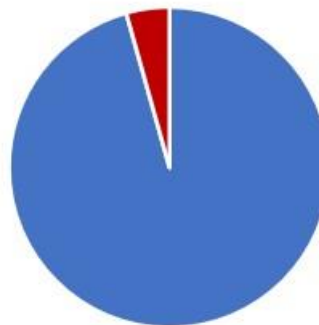
Question 4

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

4. An unlimited number of indefinite or periodic bans on the performance of work without a union lanyard worn over an employee's prescribed uniform?

■ Yes - 22 (96%)

■ No -1 (4%)



Question 5

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

5. An unlimited number of indefinite or periodic bans on the performance of work without a union hat and/or union t-shirt worn over or instead of an employee's prescribed uniform?

- Yes - 22 (96%)
- No -1 (4%)



Question 6

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

6. An unlimited number of indefinite or periodic bans on the performance of work without distributing union material and/or speaking to members of the general public (including other hospital employees) about the reasons for industrial action?

- Yes - 22 (96%)
- No -1 (4%)



Question 7

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

7. An unlimited number of indefinite or periodic bans on the performance of the following:

- Call-in overtime; and/or
- Shift-extension or "ad-hoc" overtime; and/or
- All forms of overtime?

■ Yes - 23 (100%)

■ No - 0 (0%)



Question 8

In support of reaching an enterprise agreement with Spotless Facility Services Pty Ltd, do you authorise 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:

- Building patrols; and/or
- Reporting duties (including incident reports);
- Supervision or authorisation of contractors; and/or
- Training and/or reorienting new and existing staff?

■ Yes - 23 (100%)

■ No - 0 (0%)





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