



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Transport Workers' Union of Australia**

**v**

**Cleanaway Operations Pty Ltd**

**(B2022/1828)**

**9 January 2023**

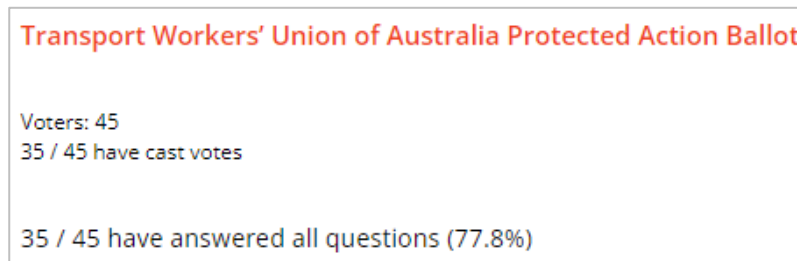
# 1. Ballot Result

Total Eligible Voters: 45  
Total Participated: 35

35 out of 45 have answered all questions 77.8%

Final Ballot Audit: Monday, 9 January 2023 at 6.30am AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

The Transport Workers' Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

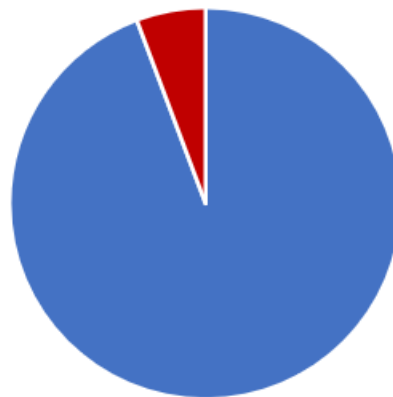
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

1. An unlimited number of indefinite bans on the working of overtime?

- Yes - 33 (94%)
- No - 2 (6%)

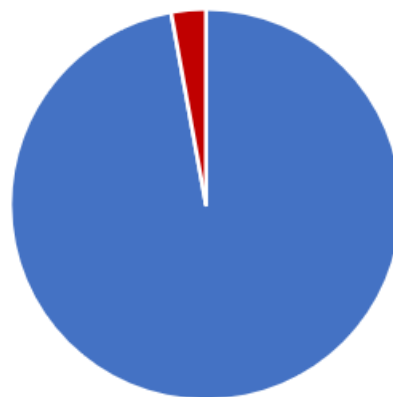


#### Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

2. An unlimited number of stoppages of work for 1 hour?

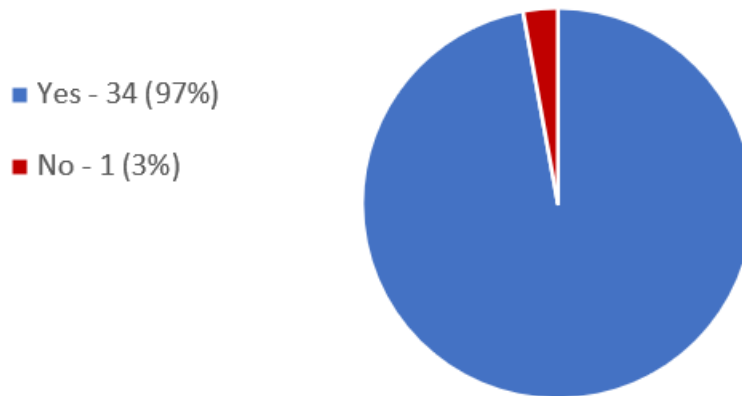
- Yes - 34 (97%)
- No - 1 (3%)



### Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

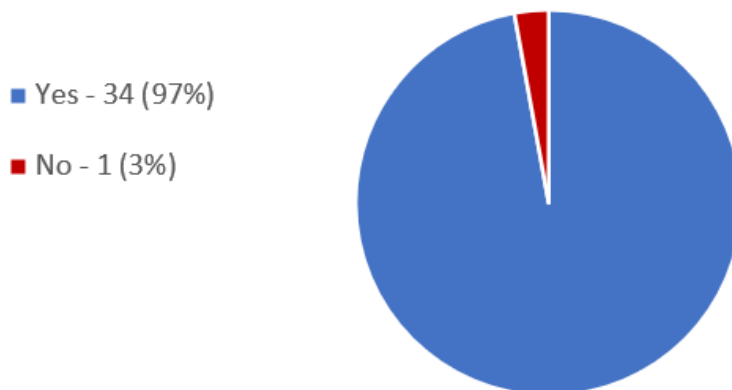
3. An unlimited number of stoppages of work for 2 hours?



### Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

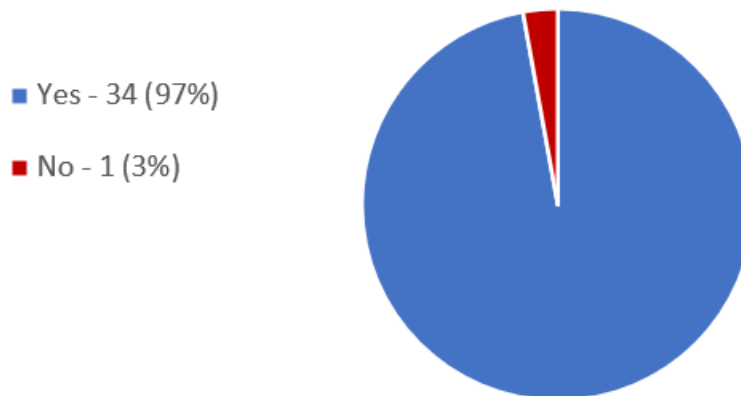
4. An unlimited number of stoppages of work for 4 hours?



## Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

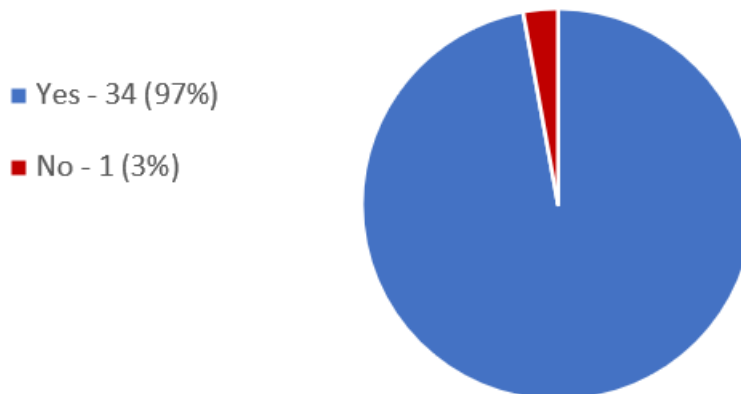
5. An unlimited number of stoppages of work for 8 hours?



## Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

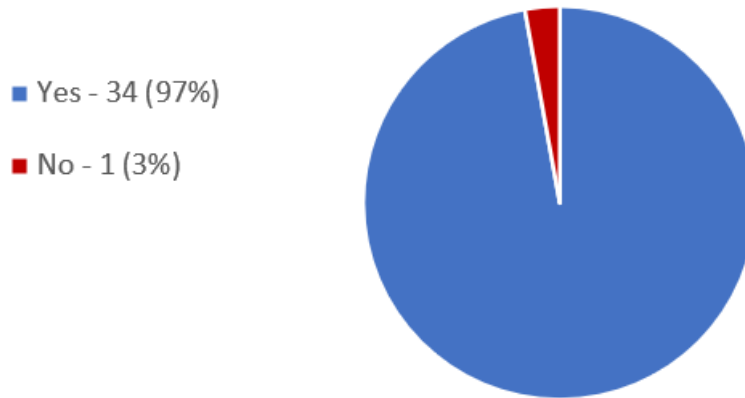
6. An unlimited number of stoppages of work for 24 hours?



## Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

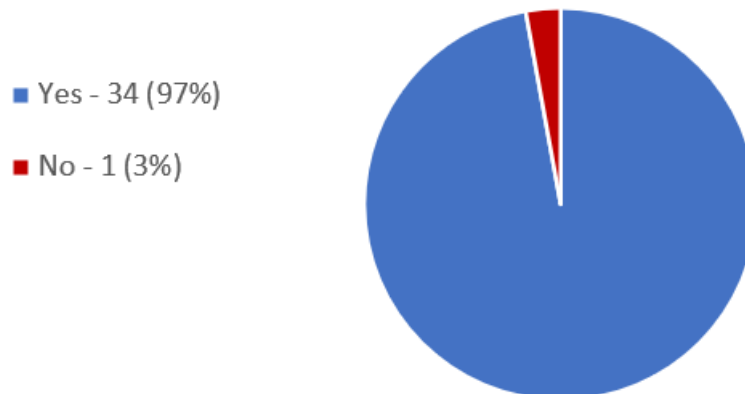
7. An unlimited number of stoppages of work for 48 hours?



## Question 8

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

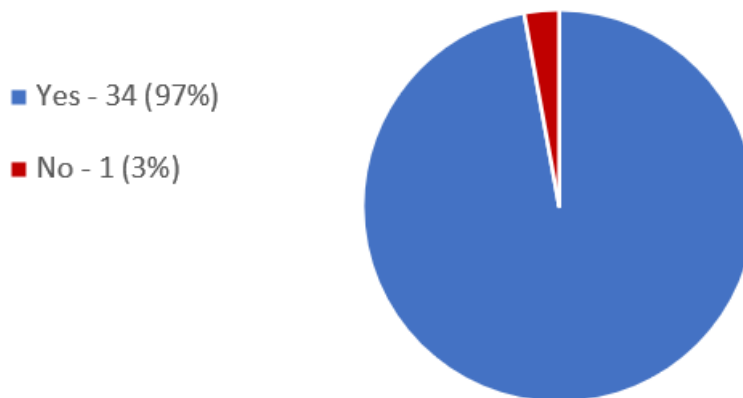
8. An unlimited number of stoppages of work for seven days?



## Question 9

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

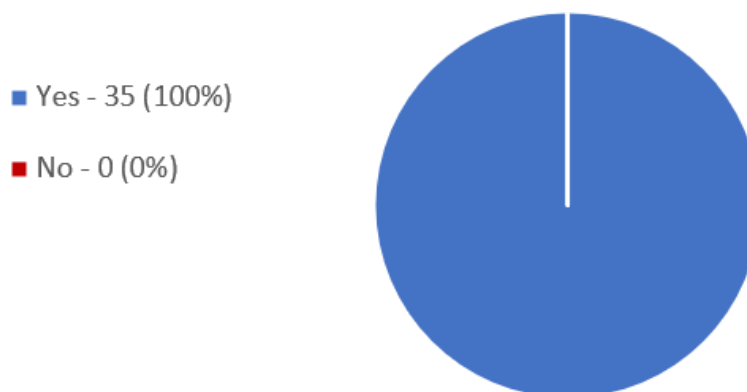
9. An unlimited number of indefinite stoppages of work?



## Question 10

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

10. The wearing of union clothing, badges and other union campaign items and the placing of union campaign material in the workplace?

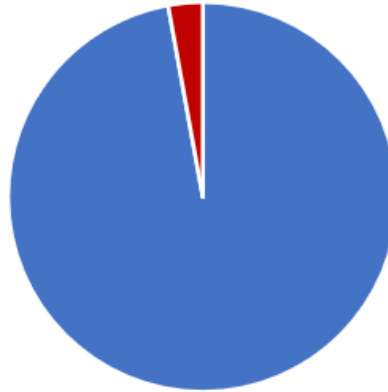


## Question 11

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

11. An unlimited number of bans or indefinite bans on wearing uniforms?

- Yes - 34 (97%)
- No - 1 (3%)

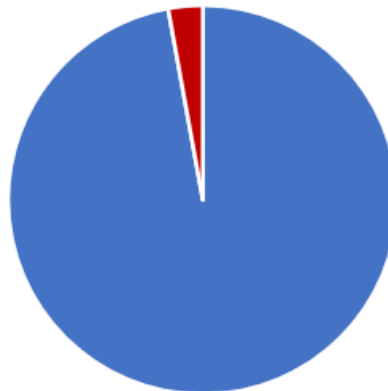


## Question 12

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

12. An unlimited number of bans or indefinite bans on refueling vehicles?

- Yes - 34 (97%)
- No - 1 (3%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which may involve taking separately, concurrently and/or consecutively, any or all the actions set out below:

13. An unlimited number of periodic or indefinite partial work bans?

■ Yes - 35 (100%)

■ No - 0 (0%)





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