



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)**

**v**

**John Holland Pty Ltd, Service Stream Utilities Pty Ltd and Service Stream Maintenance Pty Ltd, trading as D4C (B2023/751)**

**10 August 2023**

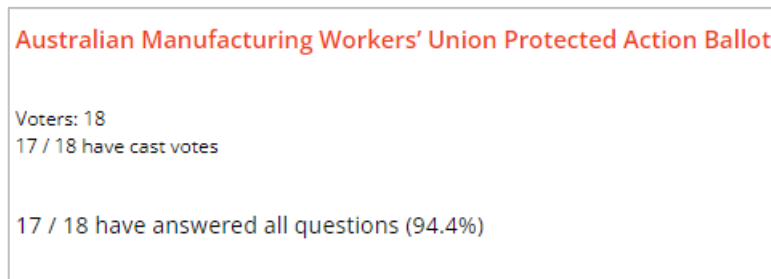
# 1. Ballot Result

Total Eligible Voters: 18  
Total Participated: 17

17 out of 18 have answered all questions 94.4%

Final Ballot Audit: Thursday, 10 August 2023 at 1.05pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

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

The Australian Manufacturing 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

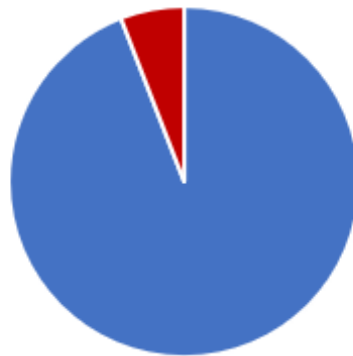
#### Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 15-minute stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



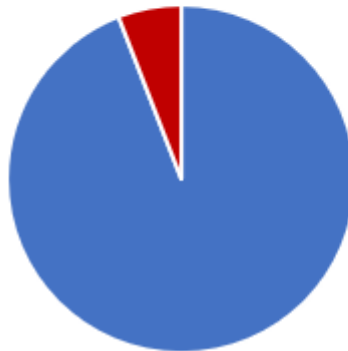
#### Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 30-minute stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



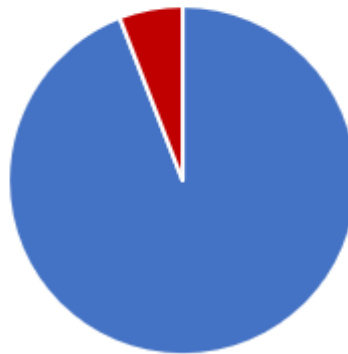
### Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 1-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



### Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 2-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



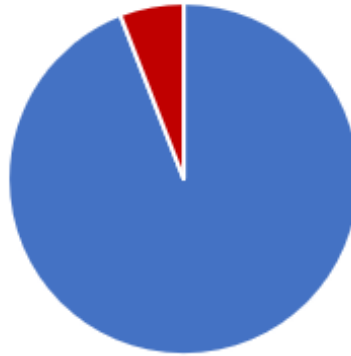
## Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 4-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



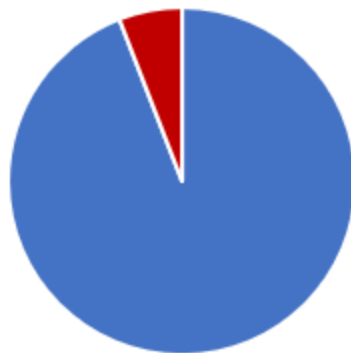
## Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 8-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



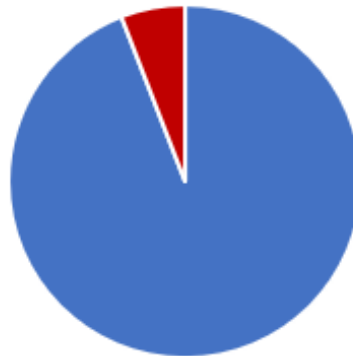
## Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 12-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



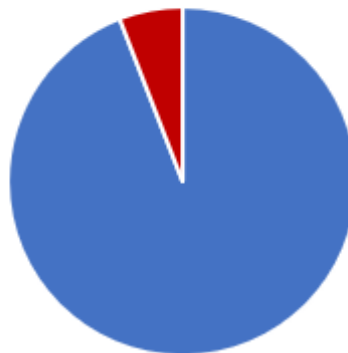
## Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 24-hour stoppages of work?

■ Yes - 16 (94%)

■ No - 1 (6%)



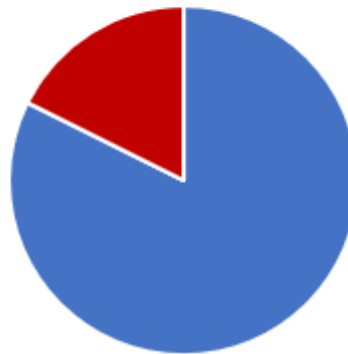
## Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 stoppages of work of one week's duration?

■ Yes - 14 (82%)

■ No - 3 (18%)



## Question 10

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

10. An unlimited number of indefinite or periodic bans on the performance of overtime?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 indefinite or periodic bans on call outs?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 indefinite or periodic bans on the use of LOTO equipment?

■ Yes - 17 (100%)

■ No - 0 (0%)





## Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members 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 indefinite or periodic bans on the use of gas detectors?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 14

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

14. An unlimited number of indefinite or periodic bans on the use of mutli-meters?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 15

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

15. An unlimited number of indefinite or periodic bans on preventative maintenance?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 16

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

16. An unlimited number of indefinite or periodic bans on responding to priority 5&6 jobs?

■ Yes - 17 (100%)

■ No - 0 (0%)



## Question 17

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

17. An unlimited number of indefinite or periodic bans on the use of mobile phones for work purposes?

■ Yes - 17 (100%)

■ No - 0 (0%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

