



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

v

ComfortDelGro Corporation Australia Pty Ltd T/A Hillsbus; Hunter Valley Buses; QCity Transit; Blue Mountains Transit (B2024/168)

18 March 2024

1. Ballot Result

Total Eligible Voters: 80
Total Participated: 64

64 out of 80 have answered all questions 80%

Final Ballot Audit: Monday, 18 March 2024 at 11.15am AWST

Diagram 1: Final Vote Participation

Australian Manufacturing Workers' Union Protected Action Ballot (B2024/168) Voters: 80 Total Participated: 64 (80.0%)
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2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/168) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/168) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

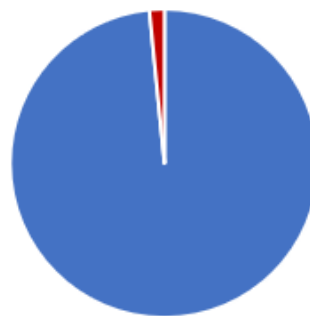
3. Questions and Results

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 every 15 minutes

- Yes -63 (98.4%)
- No - 1 (1.6%)

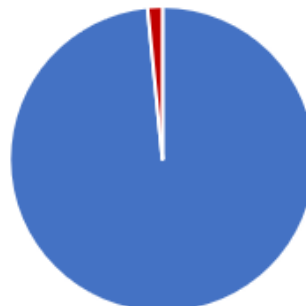


Question 2

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 every 30 minutes

- Yes -63 (98.4%)
- No - 1 (1.6%)



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 1 hour work stoppages

- Yes - 64 (100%)
- No - 0 (0%)



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 4 hour work stoppages

- Yes - 64 (100%)
- No - 0 (0%)



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 24 hour work stoppages

- Yes - 64 (100%)
- No - 0 (0%)

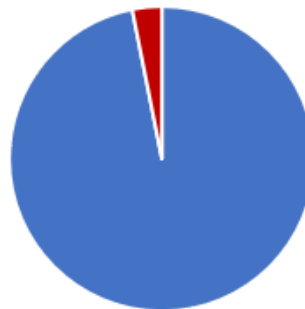


Question 6

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 indefinite or periodic ban on Overtime

- Yes - 62 (96.9%)
- No - 2 (3.1%)

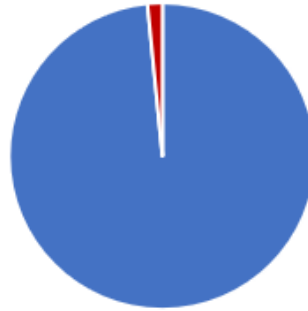


Question 7

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 indefinite or periodic ban on the performance of higher duties

- Yes - 63 (98.4%)
- No - 1 (1.6%)

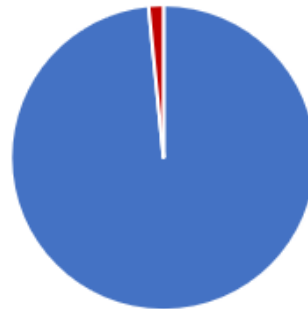


Question 8

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 the use of power tools

- Yes - 63 (98.4%)
- No - 1 (1.6%)

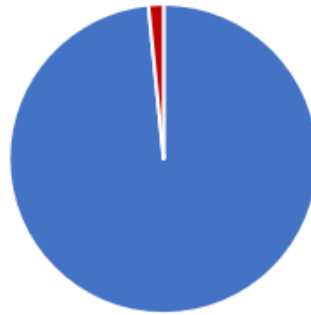


Question 9

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 electronic devices

- Yes -63 (98.4%)
- No - 1 (1.6%)

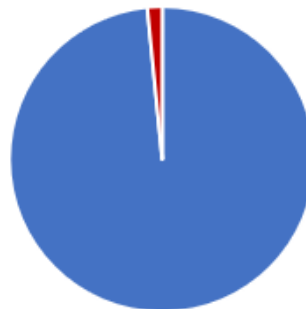


Question 10

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 completion of paperwork / data entry except for timesheets or payroll related tasks.

- Yes -63 (98.4%)
- No - 1 (1.6%)



Question 11

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:

11. An indefinite or periodic ban on moving buses

- Yes - 64 (100%)
- No - 0 (0%)



Question 12

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 :

12. An indefinite or periodic ban on any work associated with being on call.

- Yes - 64 (100%)
- No - 0 (0%)



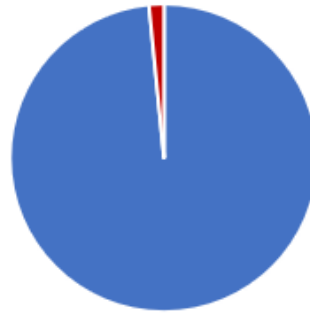
Question 13

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:

13. An indefinite or periodic ban on the performance of work, other than while:

- a. Wearing and displaying union and industrial campaign material such as t-shirts, badges, hats and stickers;
- b. Speaking to the public about the industrial action during work related communications

- Yes - 63 (98.4%)
- No - 1 (1.6%)

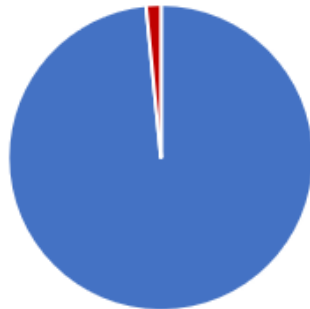


Question 14

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:

14. An indefinite or periodic ban on working alongside contractors or labour hire employees

- Yes - 63 (98.4%)
- No - 1 (1.6%)





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