



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Workers' Union, The

v

**Austube Mills Pty Ltd T/A Austube Mills
(B2023/990)**

3 October 2023

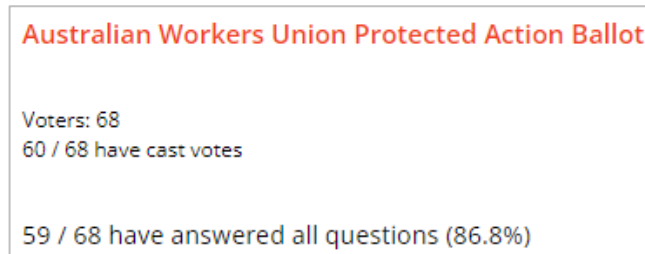
1. Ballot Result

Total Eligible Voters: 68
Total Participated: 60

59 out of 68 have answered all questions 86.8%

Final Ballot Audit: Tuesday, 3 October 2023 at 11.15am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

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

The Australian 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 The Australian Workers' Union members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of stoppages of work of 30 minutes duration.

■ Yes - 60 (100%)

■ No - 0 (0%)



Question 2

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

2. An unlimited number of stoppages of work of 1 hour duration.

■ Yes - 60 (100%)

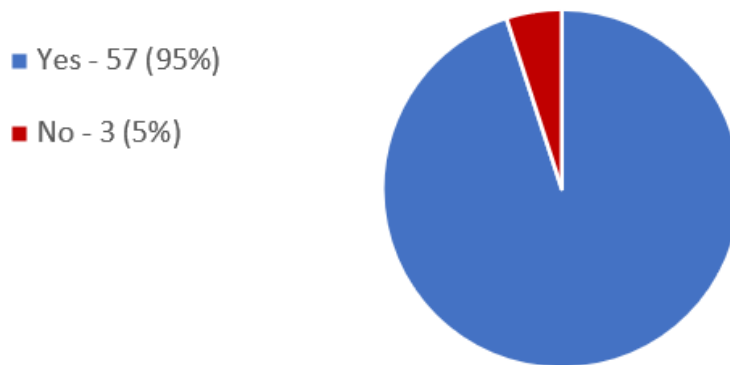
■ No - 0 (0%)



Question 3

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

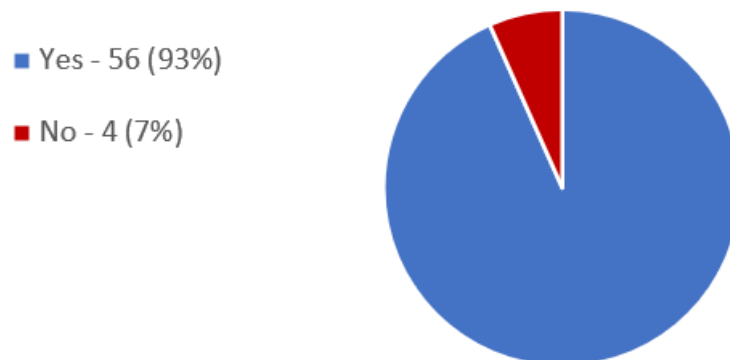
3. An unlimited number of stoppages of work of 6 hours duration.



Question 4

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

4. An unlimited number of stoppages of work of 12 hours duration.



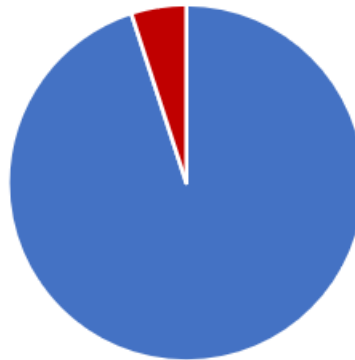
Question 5

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

5. An unlimited number of stoppages of work of 24 hours duration.

■ Yes - 57 (95%)

■ No - 3 (5%)



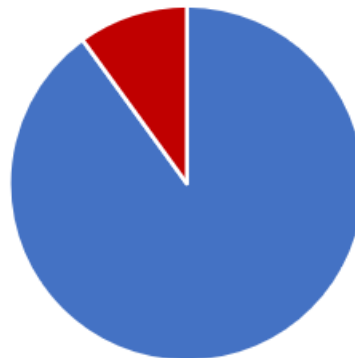
Question 6

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

6. An unlimited number of stoppages of work of indefinite duration.

■ Yes - 54 (90%)

■ No - 6 (10%)

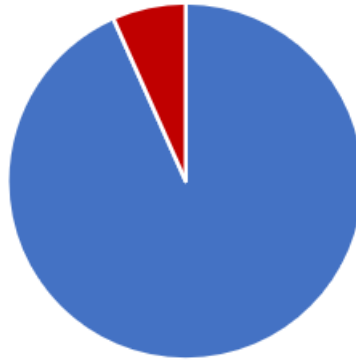


Question 7

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

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

- Yes - 56 (93%)
- No - 4 (7%)



Question 8

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

8. An unlimited number of periodic or indefinite bans on performing High risk tasks.

- Yes - 60 (100%)
- No - 0 (0%)

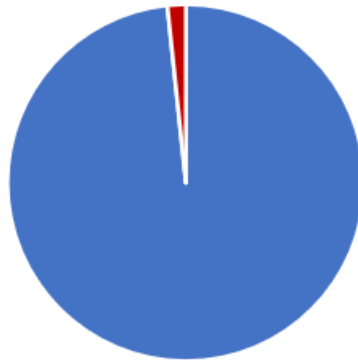


Question 9

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

9. An unlimited number of periodic or indefinite bans on holding permits to work for any task.

- Yes - 59 (98%)
- No - 1 (2%)

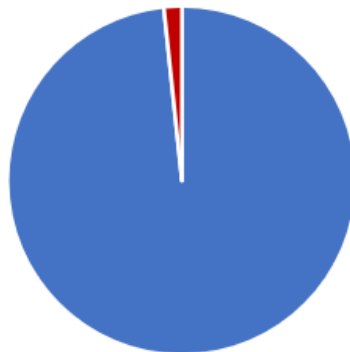


Question 10

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

10. An unlimited number of periodic or indefinite bans on performing electrical switching activities.

- Yes - 59 (98%)
- No - 1 (2%)



Question 11

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

11. An unlimited number of periodic or indefinite bans on the completion of paperwork or data entry type tasks.

■ Yes - 59 (100%)

■ No - 0 (0%)



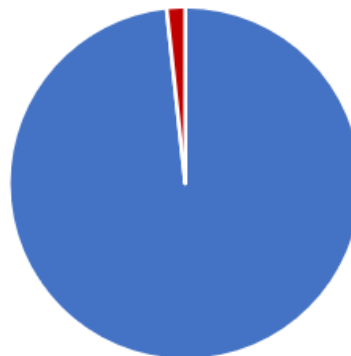
Question 12

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

12. An unlimited number of periodic or indefinite bans on the performance of planned maintenance (not including responding to breakdowns).

■ Yes - 58 (98%)

■ No - 1 (2%)



Question 13

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

13. An unlimited number of periodic or indefinite bans on working on or from a ladder, scaffold, or safety step.

- Yes - 59 (100%)
- No - 0 (0%)

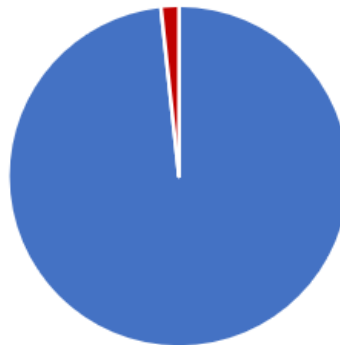


Question 14

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

14. An unlimited number of periodic or indefinite bans on the use of battery and or electrical and or pneumatic power tools.

- Yes - 58 (98%)
- No - 1 (2%)

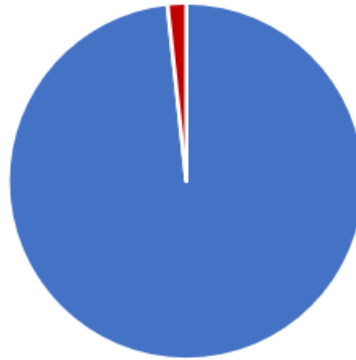


Question 15

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

15. An unlimited number of periodic or indefinite bans on verifying and / or performing of any isolations (all trades).

- Yes - 58 (98%)
- No - 1 (2%)

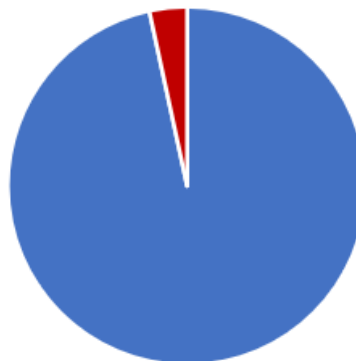


Question 16

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

16. An unlimited number of periodic or indefinite bans on reversing of work vehicles or equipment.

- Yes - 57 (97%)
- No - 2 (3%)

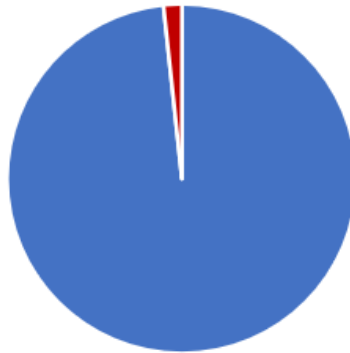


Question 17

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

17. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to communicate content to the media about bargaining and/or industrial action?

- Yes - 58 (98%)
- No - 1 (2%)



Question 18

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

18. An unlimited number of stoppages of work, over an indefinite period or for a specified period, in order to post on social media about the bargaining and/or industrial action?

- Yes - 59 (100%)
- No - 0 (0%)



Question 19

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

19. An unlimited number of periodic or indefinite bans on performing fault finding activities.

■ Yes - 59 (100%)

■ No - 0 (0%)



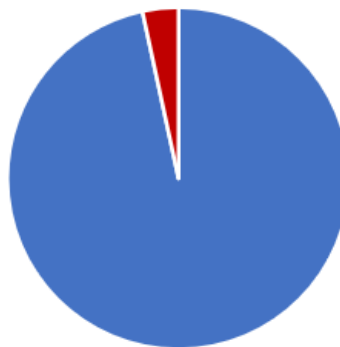
Question 20

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

20. An unlimited number of periodic or indefinite bans on the use of computer / PLC based equipment.

■ Yes - 57 (97%)

■ No - 2 (3%)

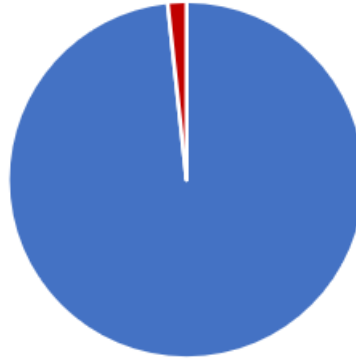


Question 21

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

21. An unlimited number of periodic or indefinite bans on the use of the SAP system.

- Yes - 58 (98%)
- No - 1 (2%)

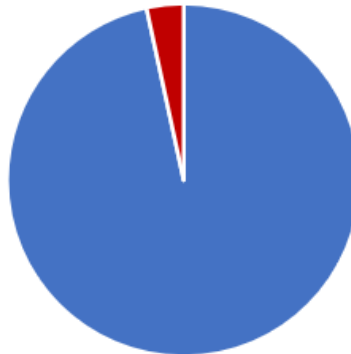


Question 22

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

22. An unlimited number of periodic or indefinite bans on the use of flat blade screwdrivers.

- Yes - 57 (97%)
- No - 2 (3%)

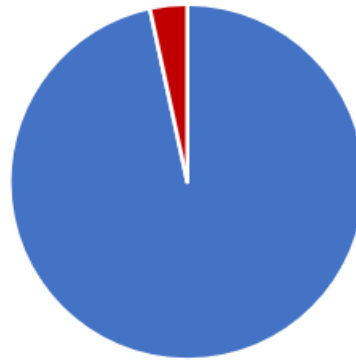


Question 23

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

23. An unlimited number of periodic or indefinite bans on the use of Phillips head screwdrivers.

- Yes - 57 (97%)
- No - 2 (3%)

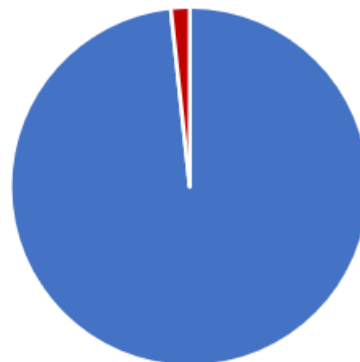


Question 24

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

24. An unlimited number of periodic or indefinite bans on the use Overhead Cranes in a North Direction.

- Yes - 58 (98%)
- No - 1 (2%)



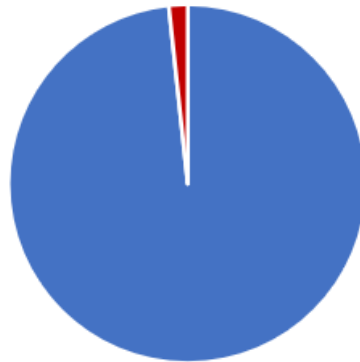
Question 25

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

25. An unlimited number of periodic or indefinite bans on the use Overhead Cranes in a South Direction.

■ Yes - 58 (98%)

■ No - 1 (2%)



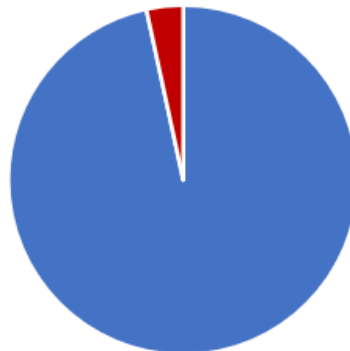
Question 26

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

26. An unlimited number of periodic or indefinite bans on the use of hammers.

■ Yes - 57 (97%)

■ No - 2 (3%)



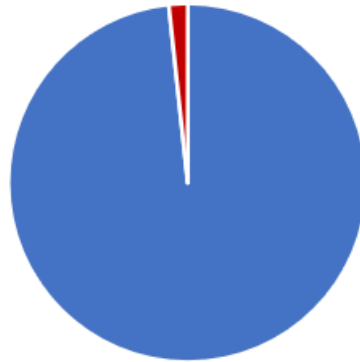
Question 27

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

27. An unlimited number of periodic or indefinite bans on the use of paint.

■ Yes - 58 (98%)

■ No - 1 (2%)





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