



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Tomago Aluminium Company Pty Ltd
(B2023/310)**

21 April 2023

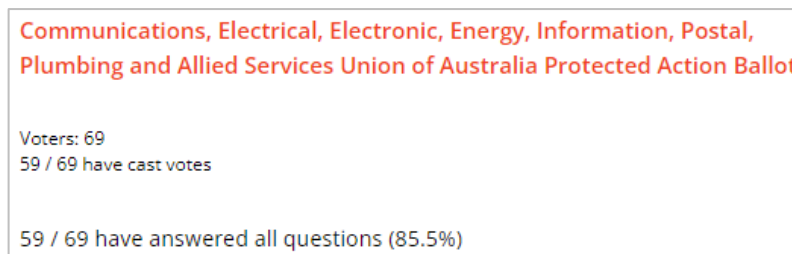
1. Ballot Result

Total Eligible Voters: 69
Total Participated: 59

59 out of 69 have answered all questions 85.5%

Final Ballot Audit: Friday, 21 April 2023 at 12.10pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services 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 endorse the taking of protected industrial action by CEPU 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 - 59 (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 CEPU 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 hours' duration.

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

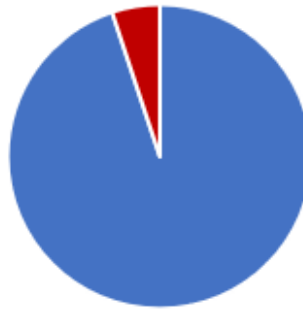


Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 2 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

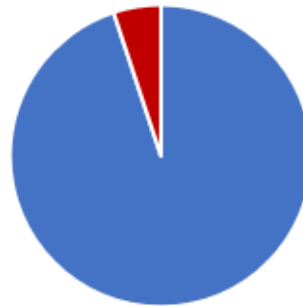


Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 3 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

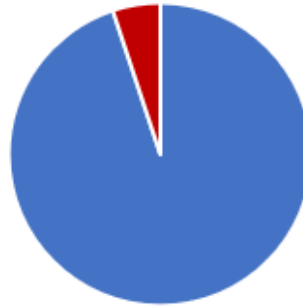


Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 4 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

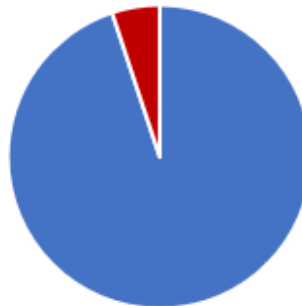


Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 6 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

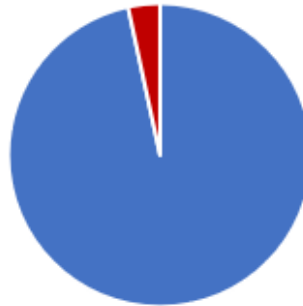


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 8 hours' duration.

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

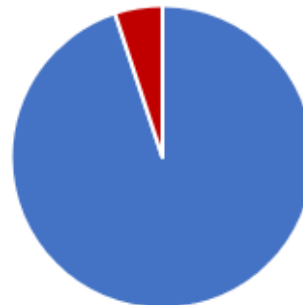


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 12 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

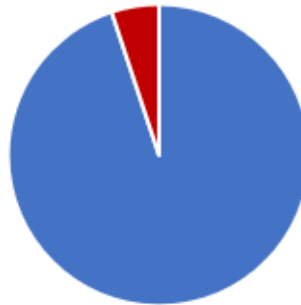


Question 9

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 24 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

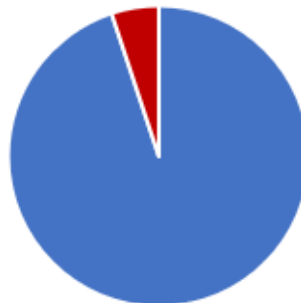


Question 10

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 48 hours' duration.

- Yes - 56 (95%)
- No - 3 (5%)

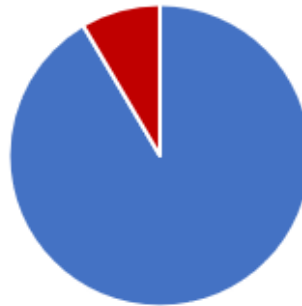


Question 11

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 72 hours' duration.

- Yes - 54 (92%)
- No - 5 (8%)

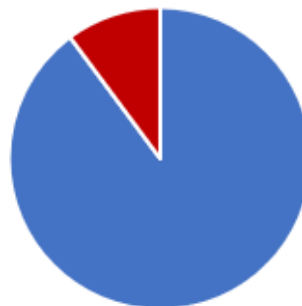


Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of 1 weeks' duration.

- Yes - 53 (90%)
- No - 6 (10%)



Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 stoppages of work of indefinite duration.

- Yes - 51 (86%)
- No - 8 (14%)

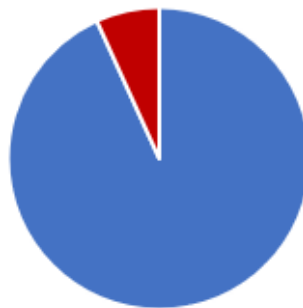


Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 performance of overtime.

- Yes - 55 (93%)
- No - 4 (7%)

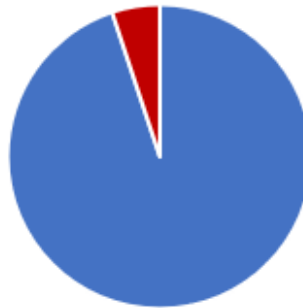


Question 15

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 partial work bans.

- Yes - 56 (95%)
- No - 3 (5%)

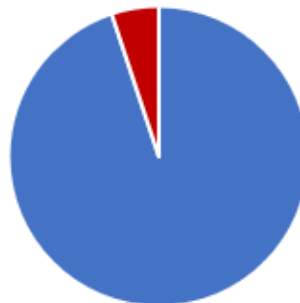


Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 curtailment or modulation of electrical supply to a pot line due to power price demands or market price impact at the request of AGL or Tomago Aluminium Company (not including curtailment or modulation of electrical supply to preserve the integrity of the network at the request of the Australian Energy Regulator (AER)).

- Yes - 56 (95%)
- No - 3 (5%)

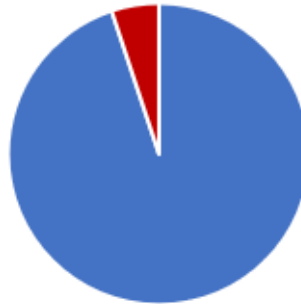


Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 periodic or indefinite bans on holding permits to work an unlimited number of periodic or indefinite bans on the performance of Low Voltage (LV) isolations for work assigned to contractors or workers who are not employees of Tomago Aluminium Company.

- Yes - 56 (95%)
- No - 3 (5%)

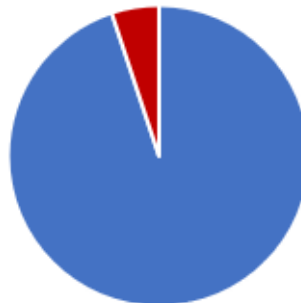


Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 periodic or indefinite bans on the issue of Electrical Equipment Outage (EEO) authority to contractors or workers who are not employees of TAC.

- Yes - 56 (95%)
- No - 3 (5%)

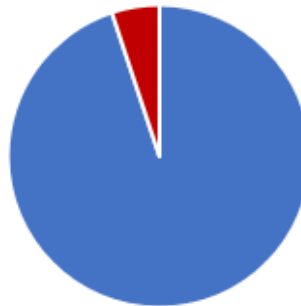


Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 the performance of overtime that counts toward supplementary hours.

- Yes - 56 (95%)
- No - 3 (5%)

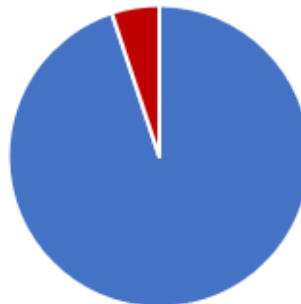


Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 performance of planned maintenance (not including responding to breakdowns).

- Yes - 56 (95%)
- No - 3 (5%)

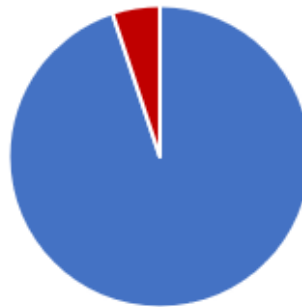


Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 - 56 (95%)
- No - 3 (5%)

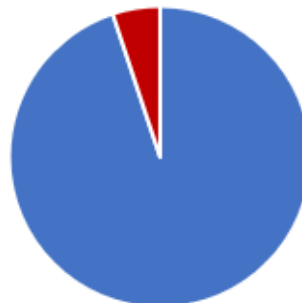


Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 battery and/or electrical power tools.

- Yes - 56 (95%)
- No - 3 (5%)

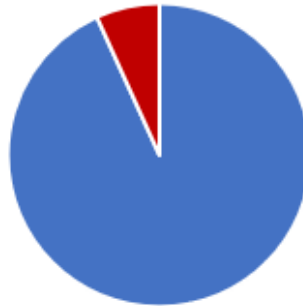


Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU 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 verifying and / or performing of any isolations (all trades).

- Yes - 55 (93%)
- No - 4 (7%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

