



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

**Spotless Facility Services Pty Ltd
(B2023/36)**

3 February 2023

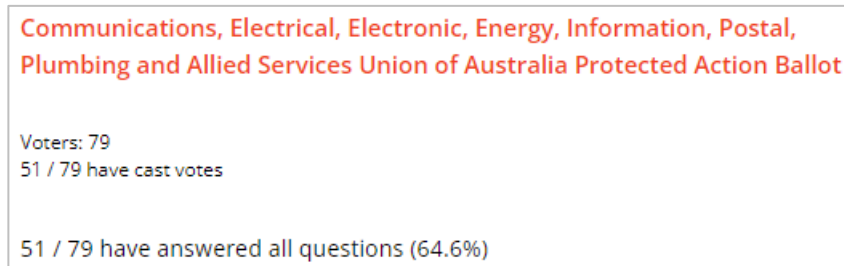
1. Ballot Result

Total Eligible Voters: 79
Total Participated: 51

51 out of 79 have answered all questions 64.6%

Final Ballot Audit: Friday, 3 February 2023 at 1.10pm 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.

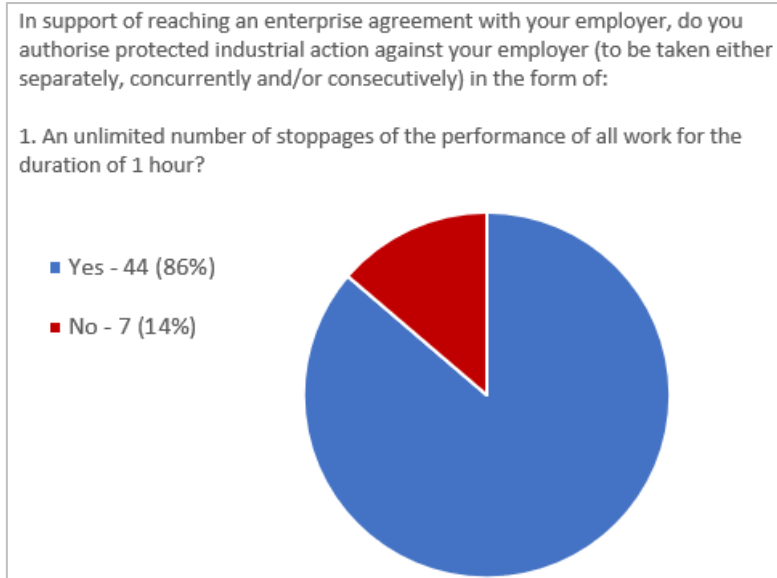
The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

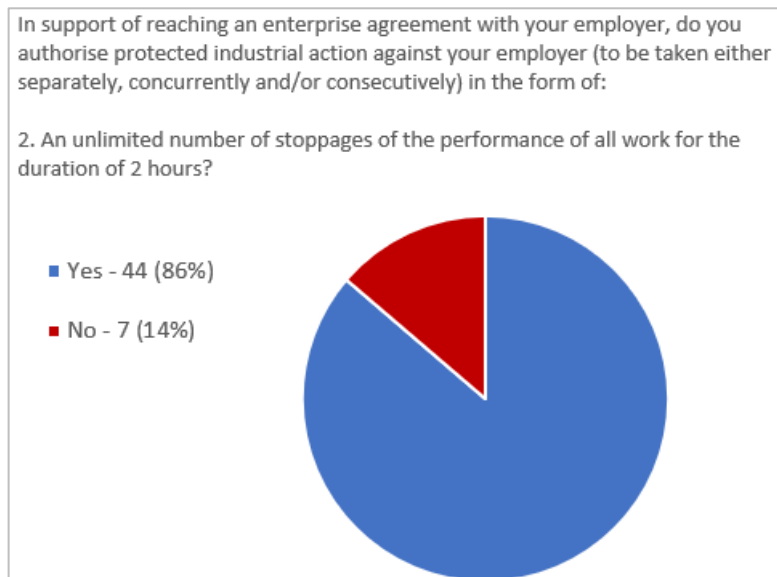
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1



Question 2

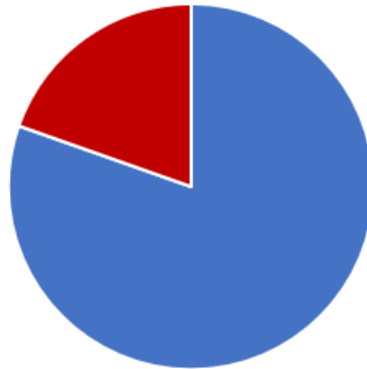


Question 3

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

3. An unlimited number of stoppages of the performance of all work for the duration of 4 hours?

- Yes - 41 (80%)
- No - 10 (20%)

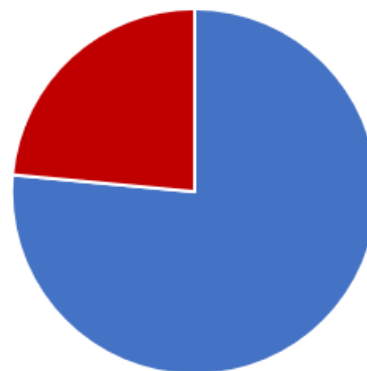


Question 4

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

4. An unlimited number of stoppages of the performance of all work for the duration of 8 hours?

- Yes - 39 (76%)
- No - 12 (24%)



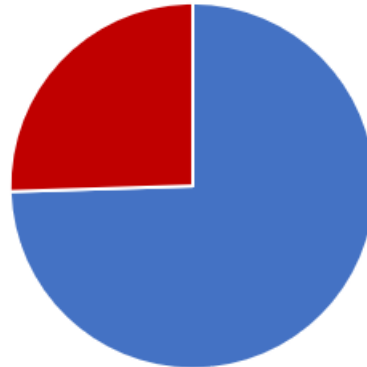
Question 5

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

5. An unlimited number of stoppages of the performance of all work for the duration of 24 hours?

■ Yes - 38 (75%)

■ No - 13 (25%)



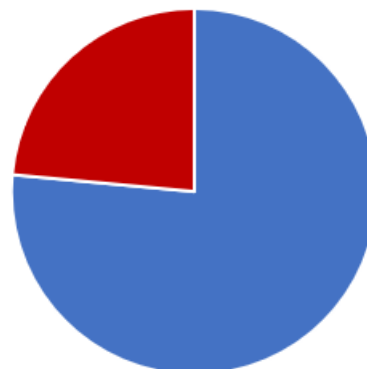
Question 6

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

6. An unlimited number of indefinite or periodic bans on overtime?

■ Yes - 39 (76%)

■ No - 12 (24%)



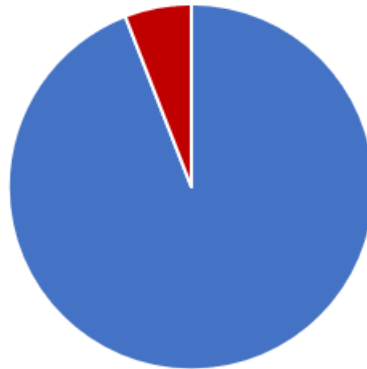
Question 7

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

7. An unlimited number of indefinite or periodic bans on paperwork including electronic (unless safety related)?

■ Yes - 48 (94%)

■ No - 3 (6%)



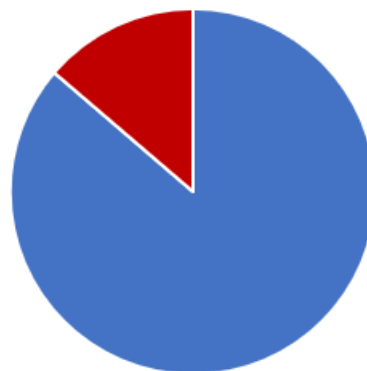
Question 8

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

8. An unlimited number of indefinite or periodic bans on call bans?

■ Yes - 44 (86%)

■ No - 7 (14%)



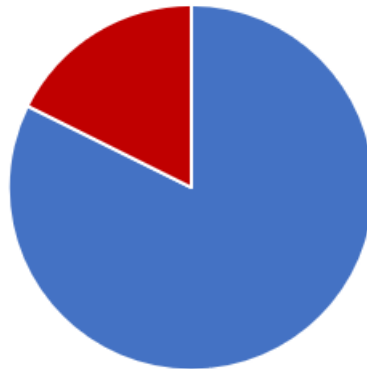
Question 9

In support of reaching an enterprise agreement with your employer, do you authorise protected industrial action against your employer (to be taken either separately, concurrently and/or consecutively) in the form of:

9. An unlimited number of indefinite or periodic bans on call outs?

■ Yes - 42 (82%)

■ No - 9 (18%)





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