



**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**

**Icon Distribution Investments Limited And Jemena Networks  
(Act) Pty Ltd T/A Evoenergy  
(B2023/635)**

**17 July 2023**

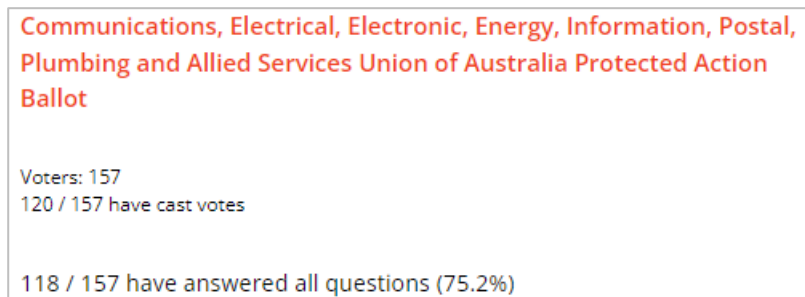
# 1. Ballot Result

Total Eligible Voters: 157  
Total Participated: 120

118 out of 157 have answered all questions 75.2%

Final Ballot Audit: Monday, 17 July 2023 at 12.05pm 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

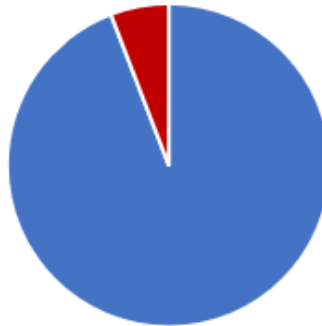
#### Question 1

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 the actions set out below (subject to the Safety Commitment given below):

1. An unlimited number of 15-minute stoppages of work?

■ Yes - 113 (94%)

■ No - 7 (6%)



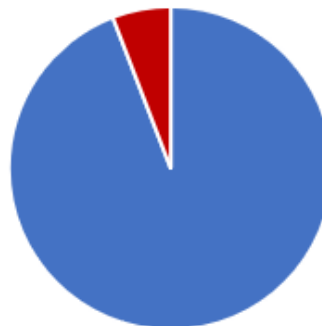
#### Question 2

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 the actions set out below (subject to the Safety Commitment given below):

2. An unlimited number of 30-minute stoppages of work?

■ Yes - 113 (94%)

■ No - 7 (6%)



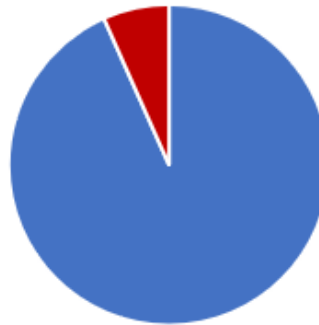
### Question 3

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 the actions set out below (subject to the Safety Commitment given below):

3. An unlimited number of 1-hour stoppages of work?

■ Yes - 112 (93%)

■ No - 8 (7%)



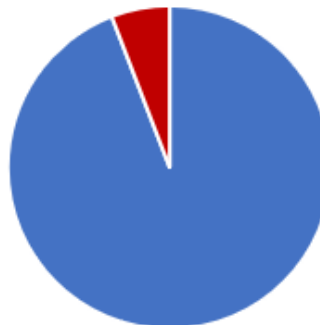
### Question 4

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 the actions set out below (subject to the Safety Commitment given below):

4. An unlimited number of 2-hour stoppages of work?

■ Yes - 113 (94%)

■ No - 7 (6%)



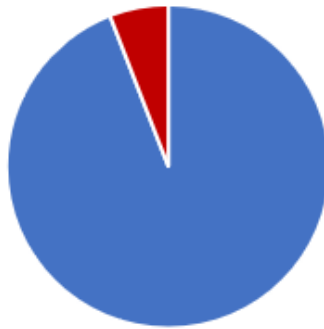
## Question 5

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 the actions set out below (subject to the Safety Commitment given below):

5. An unlimited number of 4-hour stoppages of work?

■ Yes - 112 (94%)

■ No - 7 (6%)



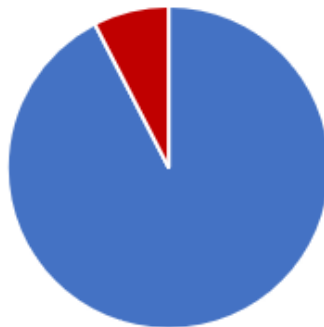
## Question 6

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 the actions set out below (subject to the Safety Commitment given below):

6. An unlimited number of 8-hour stoppages of work?

■ Yes - 110 (92%)

■ No - 9 (8%)



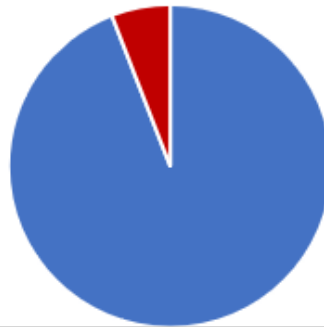
## Question 7

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 the actions set out below (subject to the Safety Commitment given below):

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

■ Yes - 112 (94%)

■ No - 7 (6%)



## Question 8

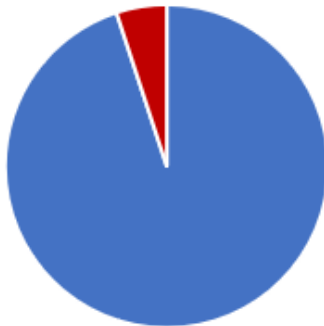
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by CEPU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all the actions set out below (subject to the Safety Commitment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

8. An unlimited number of indefinite or periodic bans on the use of any, or all, of the following:

- Outlook
- Cityworks
- AR!A
- IVMS
- ADMS
- Beakon 3
- iAuditor?

■ Yes - 113 (95%)

■ No - 6 (5%)



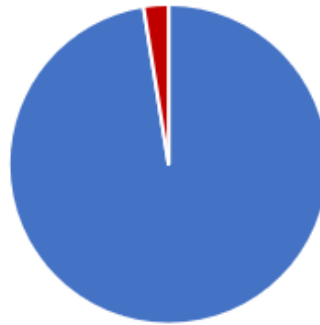
## Question 9

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 the actions set out below (subject to the Safety Commitment given below):

9. An unlimited number of indefinite or periodic bans on the use of Teams Apps?

■ Yes - 116 (97%)

■ No - 3 (3%)



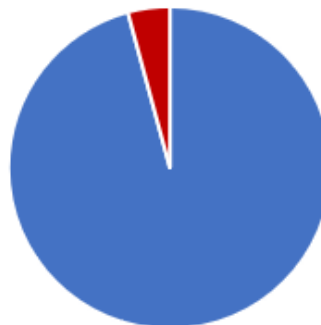
## Question 10

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 the actions set out below (subject to the Safety Commitment given below):

10. An unlimited number of indefinite or periodic bans on travelling outside normal working hours?

■ Yes - 114 (96%)

■ No - 5 (4%)



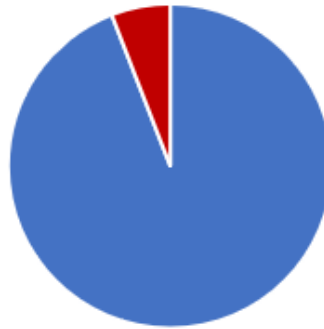
## Question 11

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 the actions set out below (subject to the Safety Commitment given below):

11. An unlimited number of indefinite or periodic bans on locking systems?

■ Yes - 112 (94%)

■ No - 7 (6%)



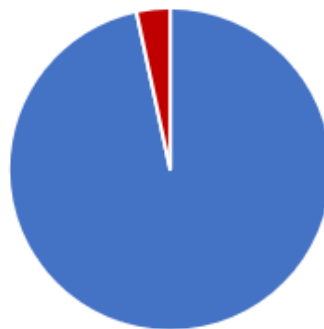
## Question 12

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 the actions set out below (subject to the Safety Commitment given below):

12. An unlimited number of indefinite or periodic bans on issuing Access Authorities to non-Evoenergy staff?

■ Yes - 115 (97%)

■ No - 4 (3%)





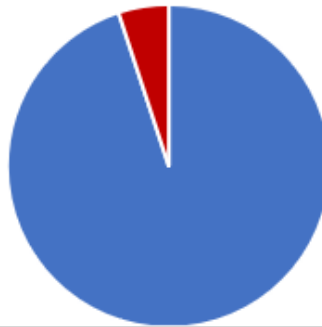
## Question 13

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 the actions set out below (subject to the Safety Commitment given below):

13. An unlimited number of indefinite or periodic bans on Field Staff Switching for Workgroups, Contractors, Accredited Arborists?

■ Yes - 113 (95%)

■ No - 6 (5%)



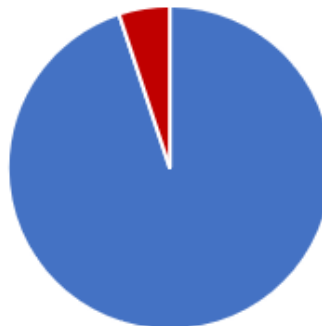
## Question 14

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 the actions set out below (subject to the Safety Commitment given below):

14. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of Professionals Australia, CFMMEU, CPSU, TWU and AMWU?

■ Yes - 112 (95%)

■ No - 6 (5%)



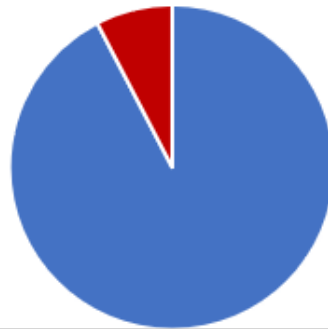
## Question 15

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 the actions set out below (subject to the Safety Commitment given below):

15. Attaching union and industrial campaign-related material to outgoing mail and/or emails and adding ETU/CEPU and industrial campaign-related material to Evoenergy materials?

■ Yes - 109 (92%)

■ No - 9 (8%)



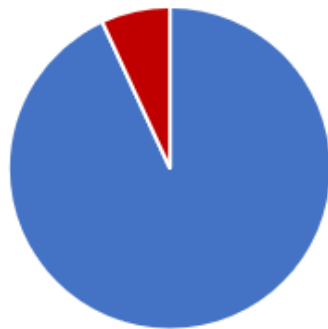
## Question 16

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 the actions set out below (subject to the Safety Commitment given below):

16. Speaking to members of the public during work related telephone calls about the industrial action and ETU/CEPU campaign for a new enterprise agreement?

■ Yes - 108 (92%)

■ No - 10 (8%)

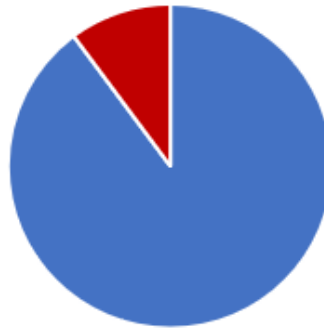


## Question 17

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 the actions set out below (subject to the Safety Commitment given below):

17. Wearing ETU/CEPU and industrial campaign-related t-shirts, caps, badges, facemasks in Evoenergy offices?

- Yes - 106 (90%)
- No - 12 (10%)

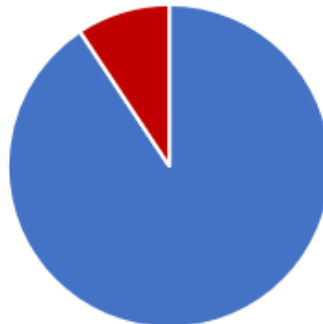


## Question 18

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 the actions set out below (subject to the Safety Commitment given below):

18. Distributing ETU/CEPU and industrial campaign-related material to members of the public and Evoenergy staff whilst performing work, including but not limited to t-shirts, caps, badges, facemasks, written communications including posters and stickers?

- Yes - 107 (91%)
- No - 11 (9%)

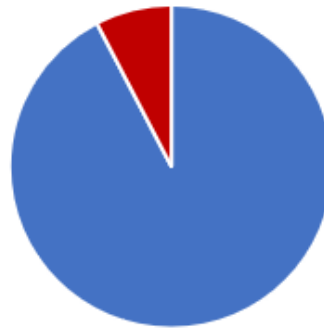


## Question 19

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 the actions set out below (subject to the Safety Commitment given below):

19. During work time, providing information, in any form, concerning the views of employees about industrial action and the ETU/CEPU campaign for a new enterprise agreement to members of the community including to members of the media?

- Yes - 109 (92%)
- No - 9 (8%)

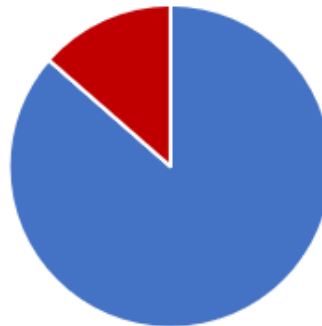


## Question 20

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 the actions set out below (subject to the Safety Commitment given below):

20. During work time, providing the email address of the ActewAGL Chief Executive Officer, ActewAGL People and Legal General Manager, Evoenergy General Manager and Evoenergy Network Services Manager to members of the community including to members of the media when communicating about the industrial action and ETU/CEPU campaign for a new enterprise agreement?

- Yes - 102 (86%)
- No - 16 (14%)



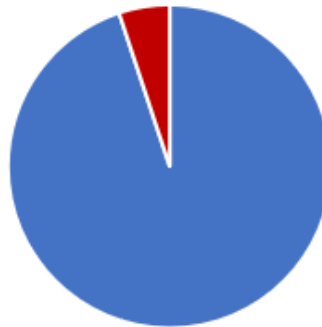
## Question 21

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 the actions set out below (subject to the Safety Commitment given below):

21. An unlimited number of periodic or indefinite bans on performing higher duties?

■ Yes - 112 (95%)

■ No - 6 (5%)





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