



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

**John Holland Pty Ltd T/A John Holland, Service Stream
Utilities Pty Ltd T/A Service Stream, Service Stream
Maintenance Pty Ltd T/A D4C
(B2023/738)**

8 August 2023

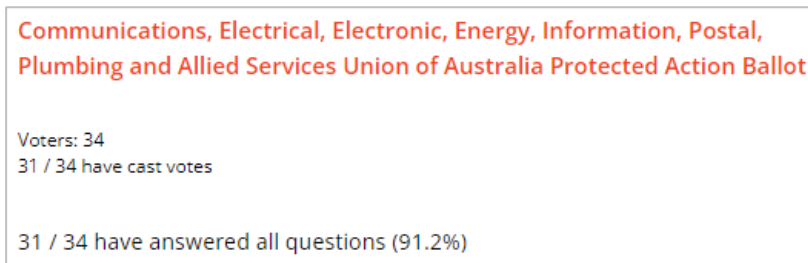
1. Ballot Result

Total Eligible Voters: 34
Total Participated: 31

31 out of 34 have answered all questions 91.2%

Final Ballot Audit: Tuesday, 8 August 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

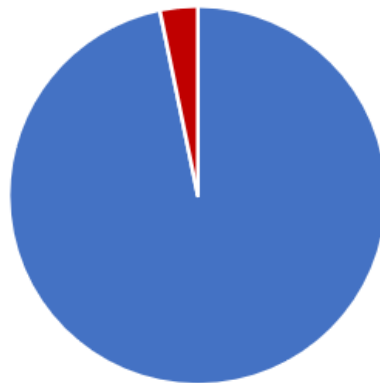
3. Questions and Results

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 the actions set out below:

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

- Yes - 30 (97%)
- No - 1 (3%)

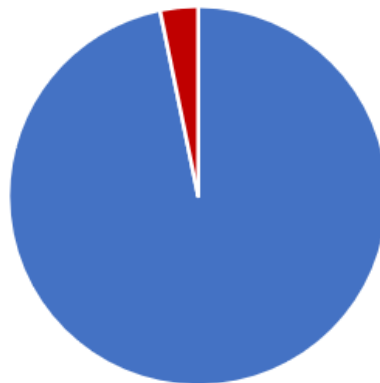


Question 2

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:

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

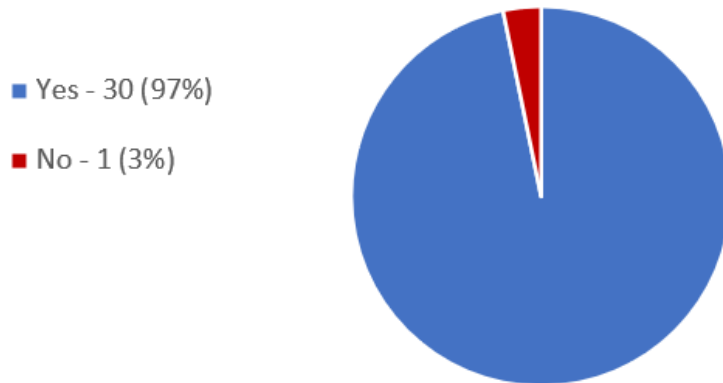
- Yes - 30 (97%)
- No - 1 (3%)



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:

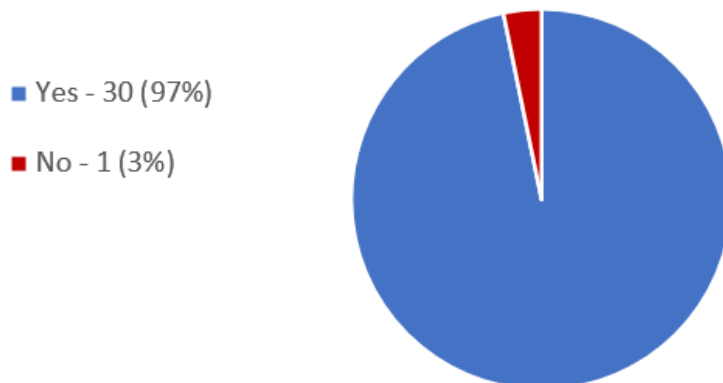
3. An unlimited number of 1-hour stoppages of work?



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:

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

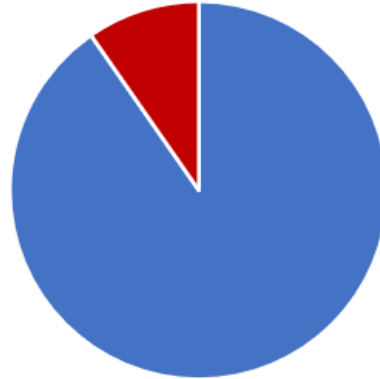


Question 5

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:

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

- Yes - 28 (90%)
- No - 3 (10%)

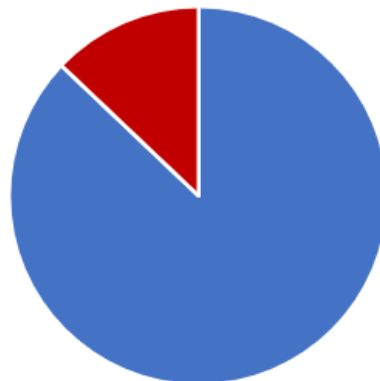


Question 6

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:

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

- Yes - 27 (87%)
- No - 4 (13%)



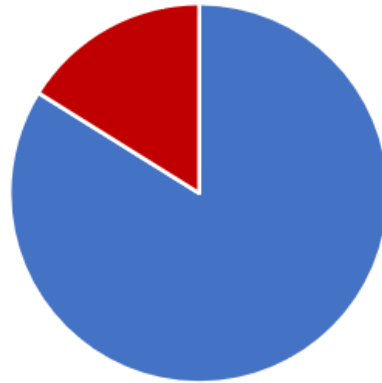
Question 7

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:

7. An unlimited number of 12-hour stoppages of work?

■ Yes - 26 (84%)

■ No - 5 (16%)



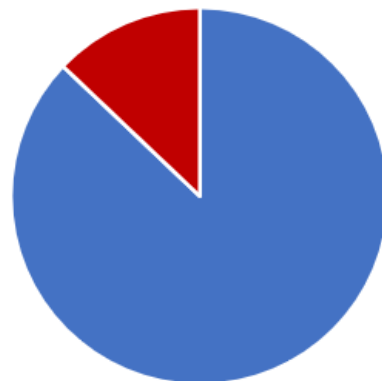
Question 8

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:

8. An unlimited number of 24-hour stoppages of work?

■ Yes - 27 (87%)

■ No - 4 (13%)



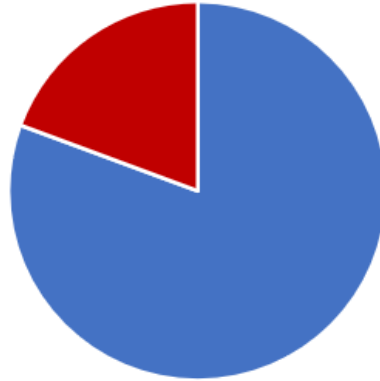
Question 9

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:

9. An unlimited number of stoppages of work of one week's duration?

■ Yes - 25 (81%)

■ No - 6 (19%)



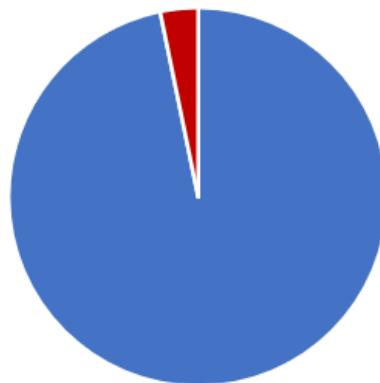
Question 10

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:

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

■ Yes - 30 (97%)

■ No - 1 (3%)

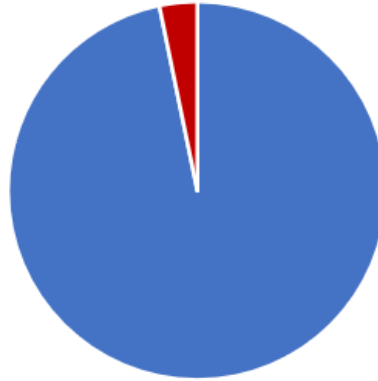


Question 11

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:

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

- Yes - 30 (97%)
- No - 1 (3%)

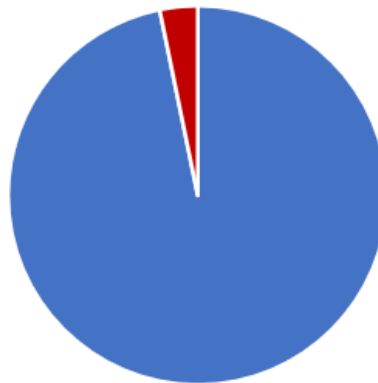


Question 12

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:

12. An unlimited number of indefinite or periodic bans on the use of LOTO equipment?

- Yes - 30 (97%)
- No - 1 (3%)



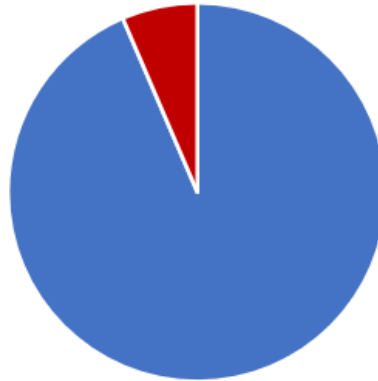
Question 13

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:

13. An unlimited number of indefinite or periodic bans on the use of gas detectors?

■ Yes - 29 (94%)

■ No - 2 (6%)



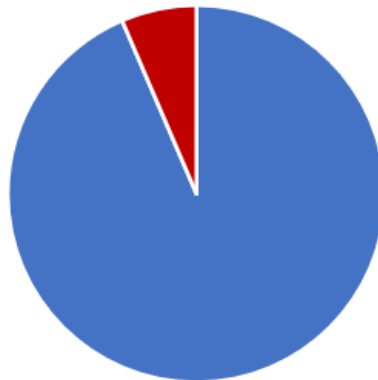
Question 14

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:

14. An unlimited number of indefinite or periodic bans on the use of multi-meters?

■ Yes - 29 (94%)

■ No - 2 (6%)



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:

15. An unlimited number of indefinite or periodic bans on preventative maintenance?

- Yes - 31 (100%)
- No - 0 (0%)

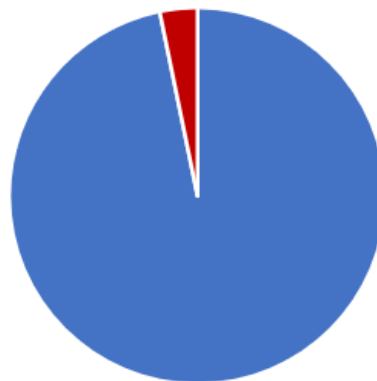


Question 16

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:

16. An unlimited number of indefinite or periodic bans on responding to priority 5 & 6 jobs?

- Yes - 30 (97%)
- No - 1 (3%)



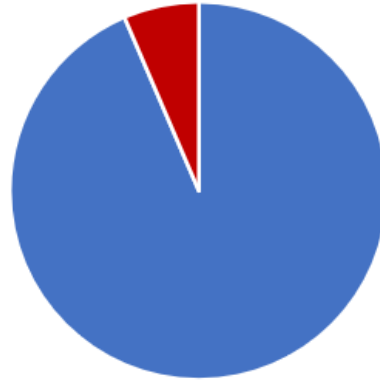
Question 17

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:

17. An unlimited number of indefinite or periodic bans on the use of mobile phones for work purposes?

■ Yes - 29 (94%)

■ No - 2 (6%)





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