



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry and Maritime Employees Union**

**v**

**DP World Melbourne Limited T/A DP World**

**(B2024/16)**

**8 February 2024**

# 1. Ballot Result

Total Eligible Voters: 416  
Total Participated: 367

367 out of 416 have answered all questions 88.2%

Final Ballot Audit: Thursday, 8 February 2024 at 11.05am AWST

*Diagram 1: Final Vote Participation*

**Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/16)**  
Voters: 416  
Total Participated: 367 (88.2%)

## 2. CiVS Independence Declaration

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/16) has been managed and declared independent of all other parties.

The Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/16) 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

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

1. An unlimited number of bans on Fixed Salary Employees (FSE's) working any rostered shifts other than in accordance with those rosters identified in Part B of the current enterprise agreement?

- Yes - 367 (100%)
- No - 0 (0%)



#### Question 2

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

2. An unlimited number of bans on the performance of work on any roster panel other than the roster panel on which an employee was engaged at the date the application for this protected action ballot was made?

- Yes - 367 (100%)
- No - 0 (0%)



### Question 3

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

3. An unlimited number of bans on the performance of any work on any ship for a period of 16 hours commencing at the time it has been tied up to the wharf?

■ Yes - 366 (99.7%)

■ No - 1 (0.3%)



### Question 4

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

4. An unlimited number of bans on the performance of work in connection with the loading or unloading of any vessel nominated in the relevant Notice of protected industrial action?

■ Yes - 367 (100%)

■ No - 0 (0%)



## Question 5

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

5. An unlimited number of bans on operating any nominated Quay Cranes / Portainer Cranes?

- Yes - 366 (99.7%)
- No - 1 (0.3%)

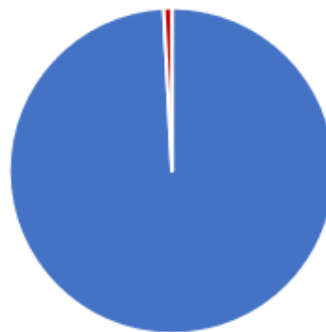


## Question 6

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

6. An unlimited number of bans on the transferring of containers to or from the MLP (Melbourne Logistics Park) staging/holding area?

- Yes - 364 (99.2%)
- No - 3 (0.8%)

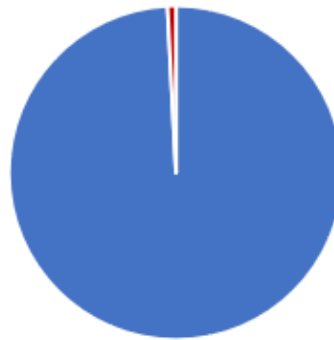


## Question 7

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

7. An unlimited number of bans on loading trucks and trains (receiving and delivery of containers)?

- Yes - 364 (99.2%)
- No - 3 (0.8%)

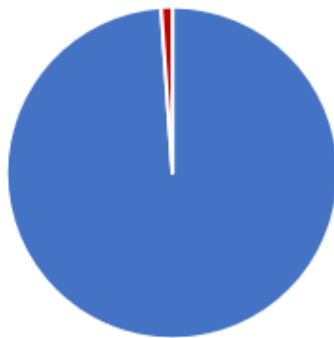


## Question 8

Do you, for the purposes of advancing claims in the negotiation of an enterprise agreement to govern the terms and conditions of your employment with DP World, authorise protected industrial action which may be taken separately, concurrently and/or consecutively in the form of:

8. An unlimited number of bans on unloading trucks and trains (receiving and delivery of containers)?

- Yes - 363 (98.9%)
- No - 4 (1.1%)





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