



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Construction, Forestry and Maritime Employees Union**

**v**

**CPB Contractors Pty Ltd**

**B2024/261**

**22 April 2024**

# 1. Ballot Result

Total Eligible Voters: 137  
Total Participated: 129

129 out of 137 have answered all questions 94.2%

Final Ballot Audit: Friday, 12 April 2024 at 1.05pm AWST

*Diagram 1: Final Vote Participation*

**Construction, Forestry and Maritime Employees Union Protected Action Ballot (B2024/261)**  
Voters: 137  
Total Participated: 129 (94.2%)

## 2. CiVS Independence Declaration

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

The Construction, Forestry and Maritime Employees Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

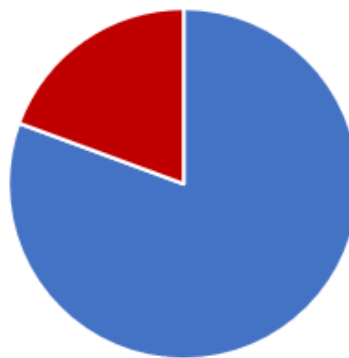
### 3. Questions and Results

#### Question 1

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

1. An unlimited number of stoppages of work, including consecutive stoppages of work of one (1) hour in duration?

- Yes - 104 (80.6%)
- No - 25 (19.4%)

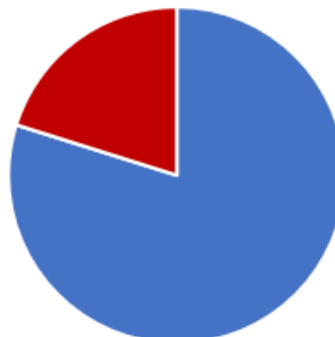


#### Question 2

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

2. An unlimited number of stoppages of work, including consecutive stoppages of work of two (2) hour in duration?

- Yes - 103 (79.8%)
- No - 26 (20.2%)



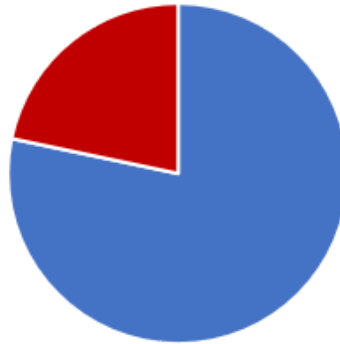
### Question 3

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

3. An unlimited number of stoppages of work, including consecutive stoppages of work of four (4) hour in duration?

■ Yes - 101 (78.3%)

■ No - 28 (21.7%)



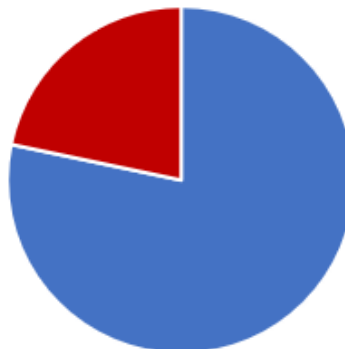
### Question 4

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

4. An unlimited number of stoppages of work, including consecutive stoppages of work of six (6) hour in duration?

■ Yes - 101 (78.3%)

■ No - 28 (21.7%)

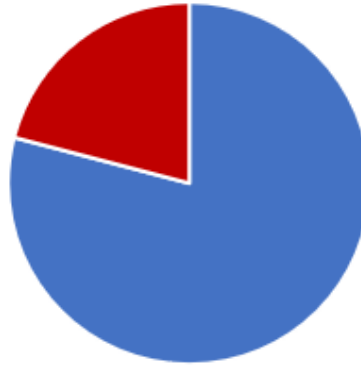


## Question 5

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

5. An unlimited number of stoppages of work, including consecutive stoppages of work of eight (8) hour in duration?

- Yes - 102 (79.1%)
- No - 27 (20.9%)

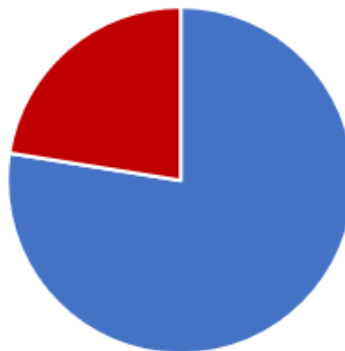


## Question 6

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

6. An unlimited number of stoppages of work, including consecutive stoppages of work of twelve (12) hour in duration?

- Yes - 100 (77.5%)
- No - 29 (22.5%)



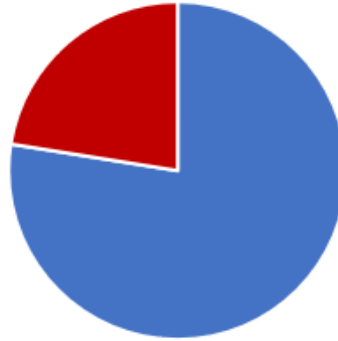
## Question 7

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

7. An unlimited number of stoppages of work, including consecutive stoppages of work of twenty-four (24) hour in duration?

■ Yes - 100 (77.5%)

■ No - 29 (22.5%)



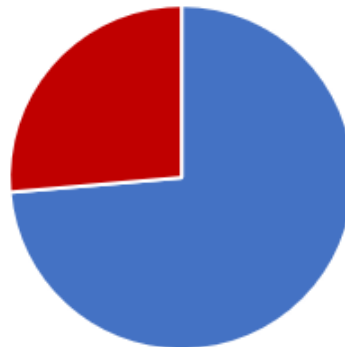
## Question 8

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

8. An unlimited number of indefinite or periodic bans on the performance of overtime, except in the case of emergencies, by all or part of the workforce? (Overtime Ban)

■ Yes - 95 (73.6%)

■ No - 34 (26.4%)



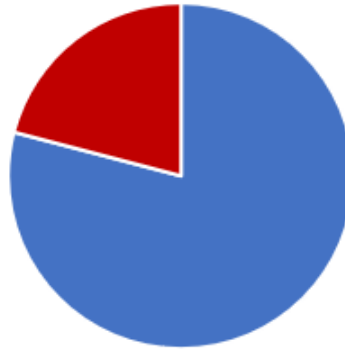
## Question 9

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

9. An indefinite or periodic ban on paperwork (other than regulator or safety related paperwork)?

■ Yes - 102 (79.1%)

■ No - 27 (20.9%)



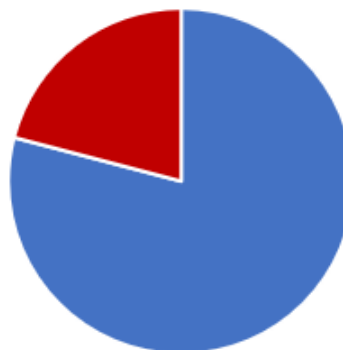
## Question 10

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

10. An indefinite or periodic ban on the use of technology including (but not limited to) phones, computers, tablet computers, radios, fax machines and the like?

■ Yes - 102 (79.1%)

■ No - 27 (20.9%)





(08) 6314 0580

info@civs.com.au

283 Rokeby Rd, Subiaco WA 6008

<https://civs.vote>

