CiVS

Declaration of Result

Protected Action Ballot

**Construction, Forestry, Maritime, Mining and Energy Union
v
DP World Sydney Limited T/A DP World
(B2023/920)**

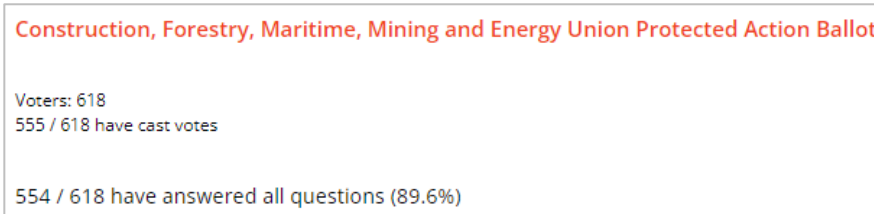**26 September 2023**

1. Ballot Result

Total Eligible Voters: 618
Total Participated: 555

554 out of 618 have answered all questions 89.6%

Final Ballot Audit: Tuesday, 26 September 2023 at 11.05am AWST

Diagram 1: Final Vote Participation

Construction, Forestry, Maritime, Mining and Energy Union Protected Action Ballot

Voters: 618
555 / 618 have cast votes

554 / 618 have answered all questions (89.6%)

2. CiVS Independence Declaration

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

The Construction, Forestry, Maritime, Mining and Energy 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

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 stoppages of work of 1 hour duration?

- Yes - 553 (99.6%)
- No - 2 (0.4%)

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 stoppages of work of 2 hours duration?
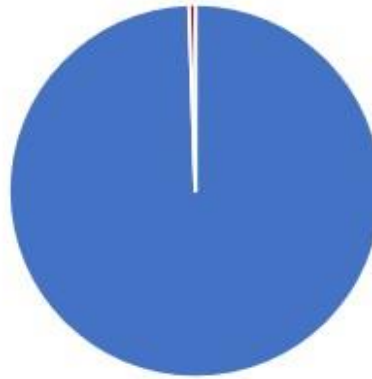
- Yes - 553 (99.6%)
- No - 2 (0.4%)

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 stoppages of work of 4 hours duration?

- Yes - 552 (99.5%)
- No - 3 (0.5%)

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 stoppages of work of 8 hours duration?
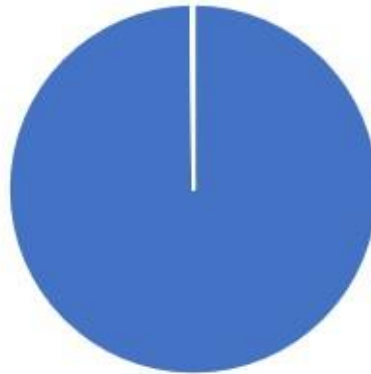
- Yes - 553 (99.6%)
- No - 2 (0.4%)

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 stoppages of work of 12 hours duration?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

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 stoppages of work of 24 hours duration?
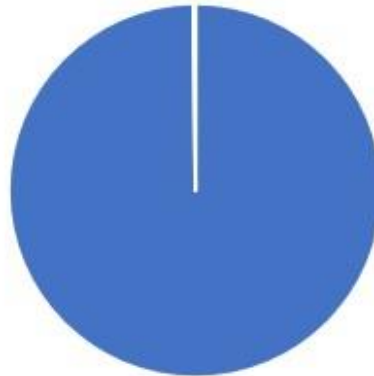
- Yes - 553 (99.8%)
- No - 1 (0.2%)

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 the performance of any work on any ship for a period 8 hours commencing at the time it has been tied up to the wharf?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

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 the performance of overtime?

- Yes - 552 (99.6%)
- No - 2 (0.4%)

Question 9

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:

9. An unlimited number of bans on the performance of shift extensions?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 10

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:

10. An unlimited number of bans on advanced or delayed starts?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

CiVS

Question 11

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:

11. An unlimited number of bans on the performance of work while any other employee whose employment will be covered by the proposed enterprise agreement is engaged in a rest period?
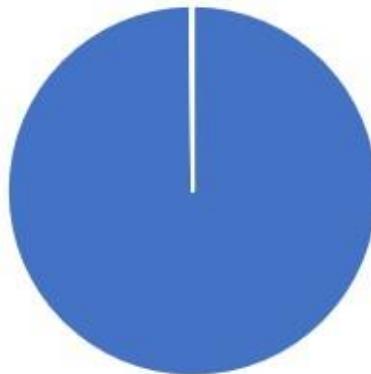
- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 12

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:

12. An unlimited number of bans on attending for work when contacted by the Employer after the usual notification time?
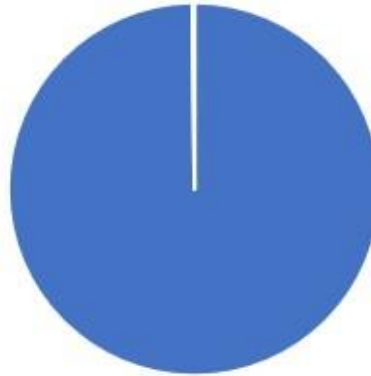
- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 13

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:

13. An unlimited number of bans on performing any work on subcontracted vessels?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 14

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:

14. An unlimited number of bans on loading or unloading trucks and trains (receival and delivery of containers)?

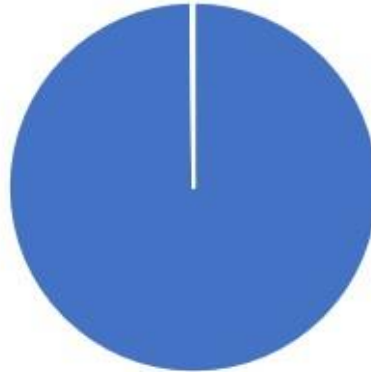- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 15

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:

15. An unlimited number of bans on loading or unloading any trucks displaying a Qube business logo?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 16

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:

16. An unlimited number of bans on working any nominated shipping line?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 17

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:

17. 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 - 553 (99.8%)
- No - 1 (0.2%)

Question 18

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:

18. An unlimited number of bans on the performance of grade 7 work as described in the Stevedoring Industry Award 2020?

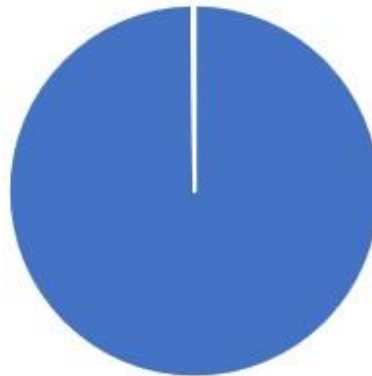- Yes - 553 (99.8%)
- No - 1 (0.2%)

civs

Question 19

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:

19. 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?
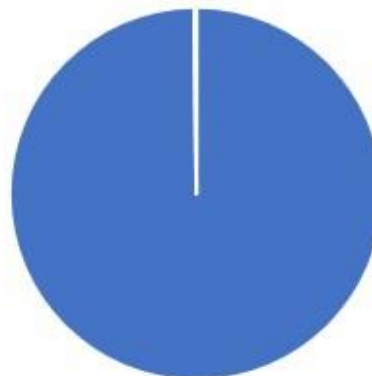
- Yes - 553 (99.8%)
- No - 1 (0.2%)

Question 20

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:

20. An unlimited number of bans on taking delayed or advanced meal breaks?

- Yes - 553 (99.8%)
- No - 1 (0.2%)

civs

Question 21

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:

21. An unlimited number of bans on the performance of upgrades?

- Yes - 552 (99.6%)
- No - 2 (0.4%)

Question 22

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:

22. An unlimited number of bans on the performance of work on any public holiday and/or closed port day?

- Yes - 554 (100%)
- No - 0 (0%)

CiVS

(08) 6314 0580
info@civs.com.au
283 Rokeby Rd, Subiaco WA 6008

https://civs.vote