



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Rail, Tram and Bus Industry Union

v

**Sydney Trains; NSW Trains T/A NSW TrainLink
(B2021/455)**

30 August 2021

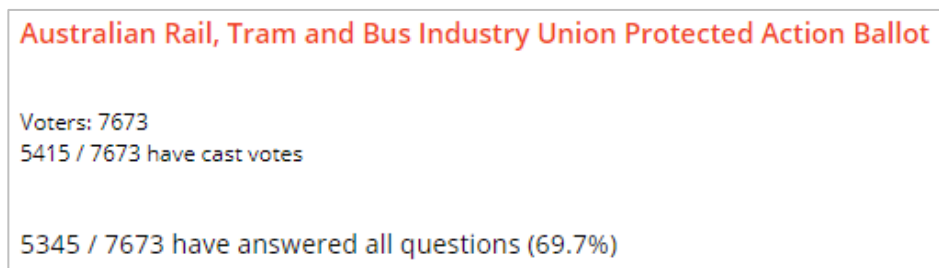
1. Ballot Result

Total Eligible Voters: 7,673
Total Participated: 5,415

5,345 out of 7,673 have answered all questions 69.7%

Final Ballot Audit: Monday, 30 August 2021 at 10.10am AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Rail, Tram and Bus Industry Union Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

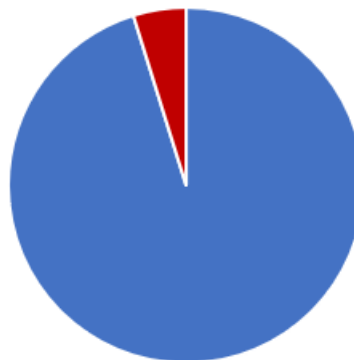
3. Questions and Final Results

Question 1

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

1. An unlimited number of 1 hour work stoppages?

- Yes - 5155 (95%)
- No - 260 (5%)

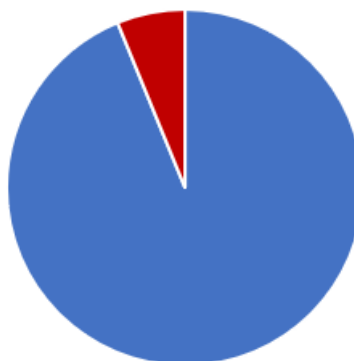


Question 2

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

2. An unlimited number of 4 hour work stoppages?

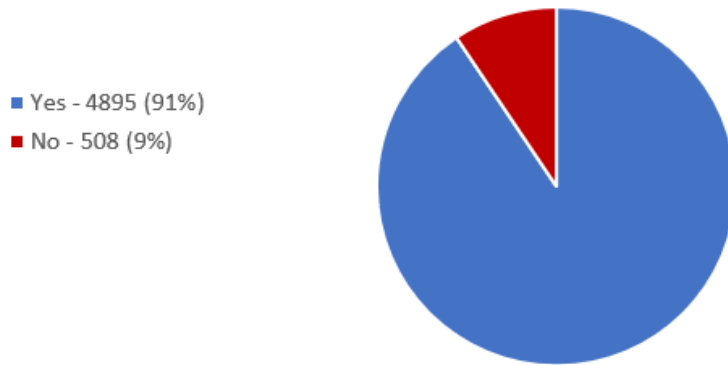
- Yes - 5076 (94%)
- No - 334 (6%)



Question 3

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

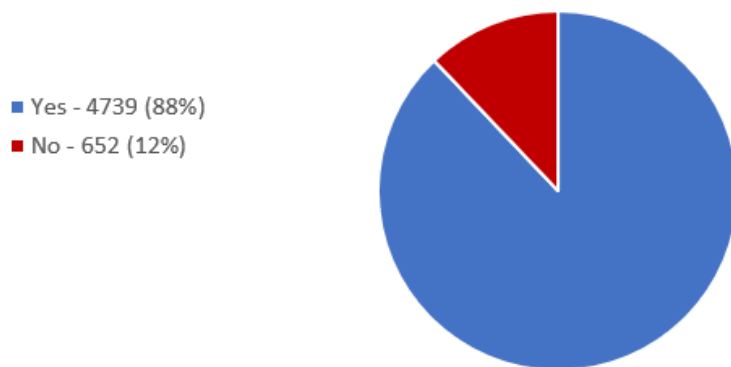
3. An unlimited number of 24 hour work stoppages?



Question 4

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

4. An indefinite or periodic ban on Overtime?

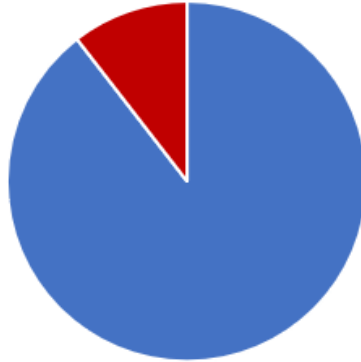


Question 5

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

5. An indefinite or periodic ban on the performance of higher duties?

■ Yes - 4821 (90%)
■ No - 565 (10%)

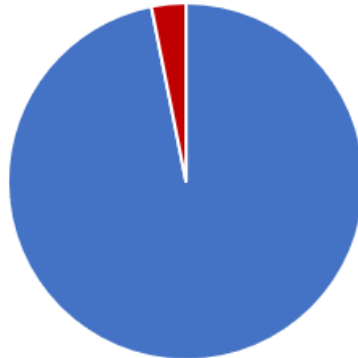


Question 6

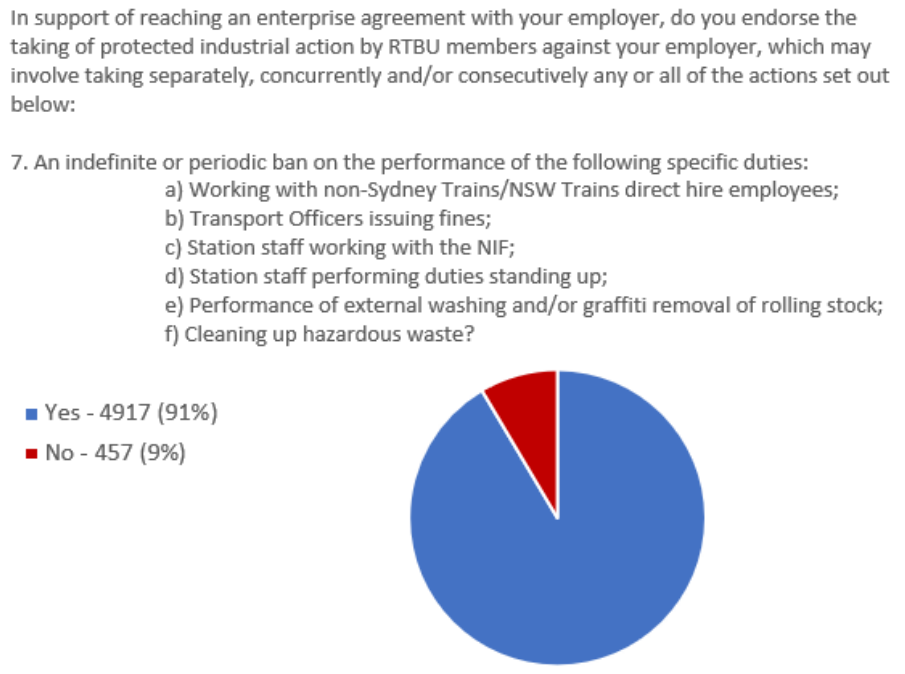
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by RTBU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. Working to rule (full compliance with policies and procedures)?

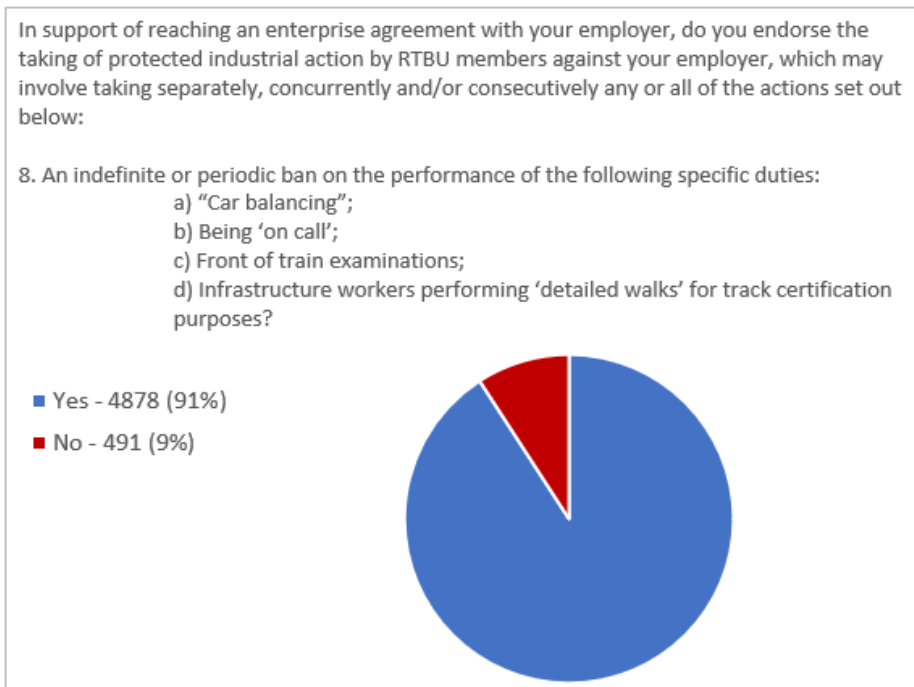
■ Yes - 5216 (97%)
■ No - 168 (3%)



Question 7



Question 8

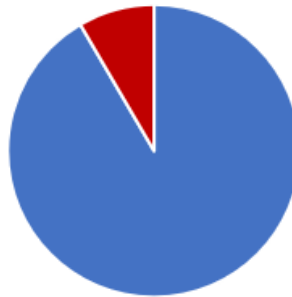


Question 9

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

9. An indefinite or periodic ban on the performance of the following specific duties:
- a) Work in connection with unplanned track work
 - b) Work in connection with non-timetabled trains
 - c) Issuing transpositions?

- Yes - 4913 (92%)
- No - 451 (8%)

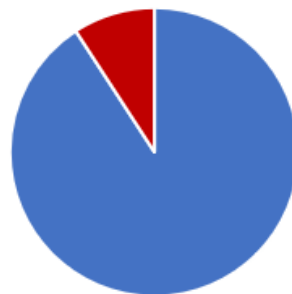


Question 10

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

10. An indefinite or periodic ban on the performance of the following specific duties:
- a) Train Drivers operating a train at a speed greater than 60km/h;
 - b) Train Crew working on specific rolling stock;
 - c) Foreign depot working for Train Crew?

- Yes - 4872 (91%)
- No - 492 (9%)

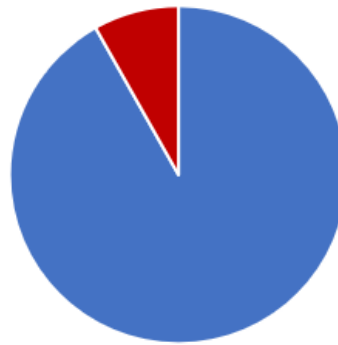


Question 11

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

11. An indefinite or periodic change to the way that work is performed in the following ways:
- a) Wear and display union and industrial campaign material such as t-shirts, badges, hats and stickers;
 - b) Train crew to operate trains to stop at all stations (NSW Trains and Sydney Trains specific);
 - c) Train Drivers to blow the train whistle at every station before departing; and/or
 - d) Speaking to the public about the industrial action during work related communications?

- Yes - 4921 (92%)
- No - 438 (8%)

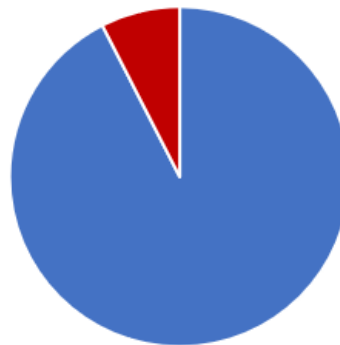


Question 12

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

12. An indefinite or periodic change to the way that work is performed in the following ways:
- a) Distributing union and/or industrial campaign material by any means;
 - b) Attaching union and industrial campaign material to outgoing mail, emails and adding it to Sydney and NSW Trains materials and displays
 - c) Attaching union and industrial campaign material to Sydney and NSW Trains vehicles and assets (that does not impact on safety); and/or
 - d) The provision of any information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including the media?

- Yes - 4943 (92%)
- No - 402 (8%)





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