

Reference: 2023/9482

The General Manager  
 Fair Work Commission  
 Level 4, 11 Exhibition Street  
 Melbourne VIC 3000  
 Email: [melbourne@fwc.gov.au](mailto:melbourne@fwc.gov.au)

Karen SPINDLER  
 "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the  
 Australian Manufacturing Workers' Union (AMWU)  
 karen.spindler@amwu.org.au

Mel DOXEY  
 Campbell Australasia Pty Limited T/A Campbell's Soups Australia  
 mel\_doxey@arnotts.com

**Declaration of results - PAB Order: B2023/1179**

Pursuant to the Protected Action Ballot Order B2023/1179 issued by the Fair Work Commission, the AEC has conducted the protected action ballot and the declaration of the result is provided below.

Preliminary scrutiny	
Number of employees on the Roll of Voters (Voters)	85
Postal votes returned by voters	42
Postal votes rejected at the preliminary scrutiny	3
Postal votes admitted to further scrutiny	39
Percentage of postal votes returned*	45.88

\*This is the number of postal votes admitted to further scrutiny as a percentage of the number of employees on the Roll of Voters (the number of voters who voted).

The further scrutiny has been conducted. The table below provides the results for each question.

In support of reaching an enterprise agreement with Campbell Australasia Pty Limited T/A Campbell's Soups, do you authorise protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work for the duration of 1 hour?	37	0	2
2	An unlimited number of stoppages of work for the duration of 4 hours?	36	1	2
3	An unlimited number of stoppages of work for the duration of 8 hours?	37	1	1
4	An unlimited number of stoppages of work for the duration of 24 hours?	38	0	1

5	An unlimited number of indefinite and / or periodic stoppages on the performance of all work?	38	0	1
6	An unlimited number of indefinite and /or periodic bans on overtime?	38	0	1
7	An unlimited number of indefinite and / or periodic bans on call backs?	37	0	2
8	An unlimited number of indefinite and / or periodic bans on the use of electronic communication devices?	36	1	2

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not achieved.
- The majority of voters who cast a valid vote were in favour of the action set out in question(s) 1, 2, 3, 4, 5, 6, 7, 8.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Chris King  
 Returning Officer  
 Delegate of the Ballot Agent  
 Australian Electoral Commission

06/12/2023

Email: [PAEvents@aec.gov.au](mailto:PAEvents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)