



# Declaration of Results

## Protected Action Ballot

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

v

Paper Australia Pty Ltd T/A Opal Australian Paper

(B2023/1249)

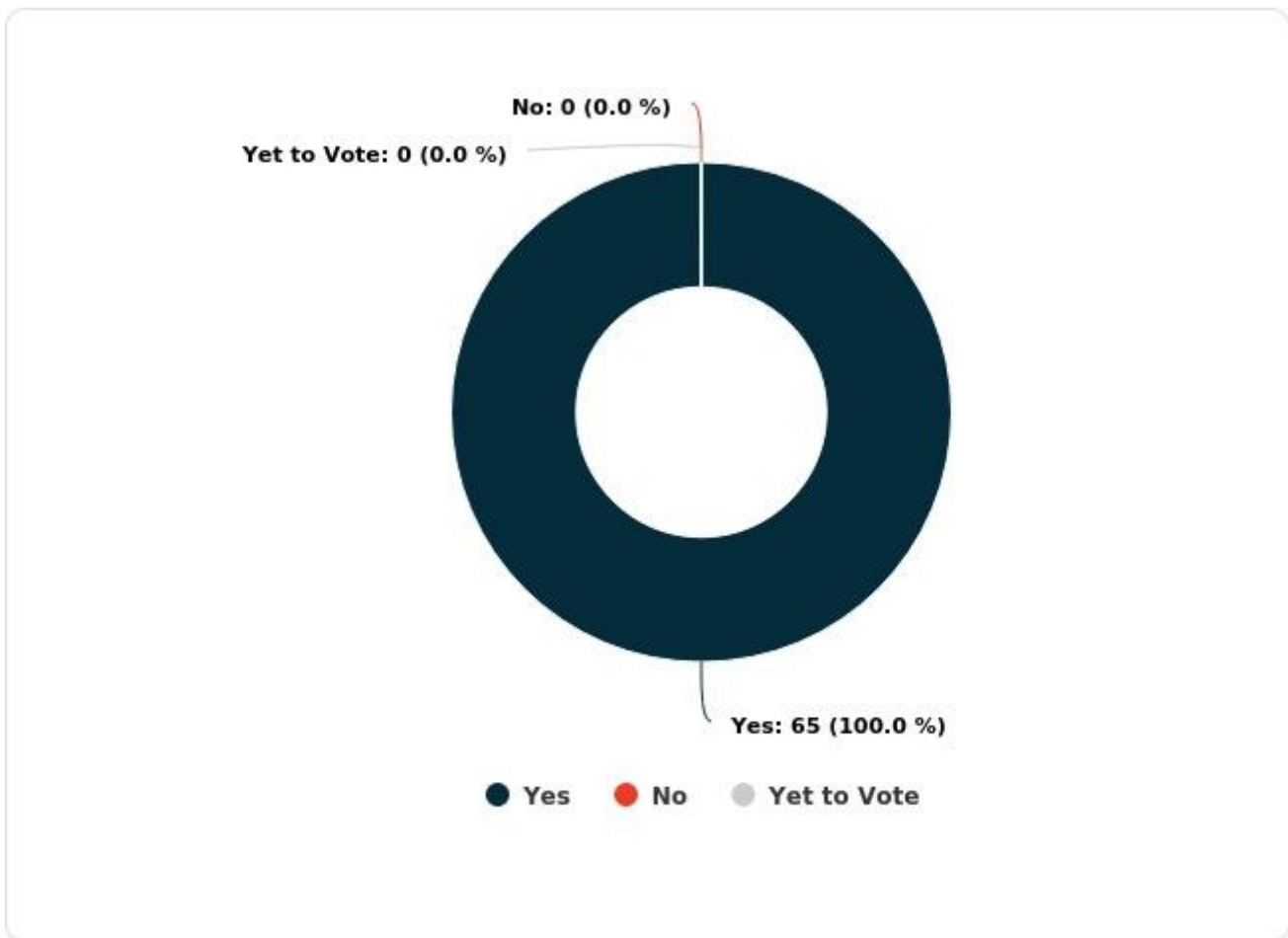
Wednesday 29th November, 2023  
6:39pm AEDT

# 1. Vote Result

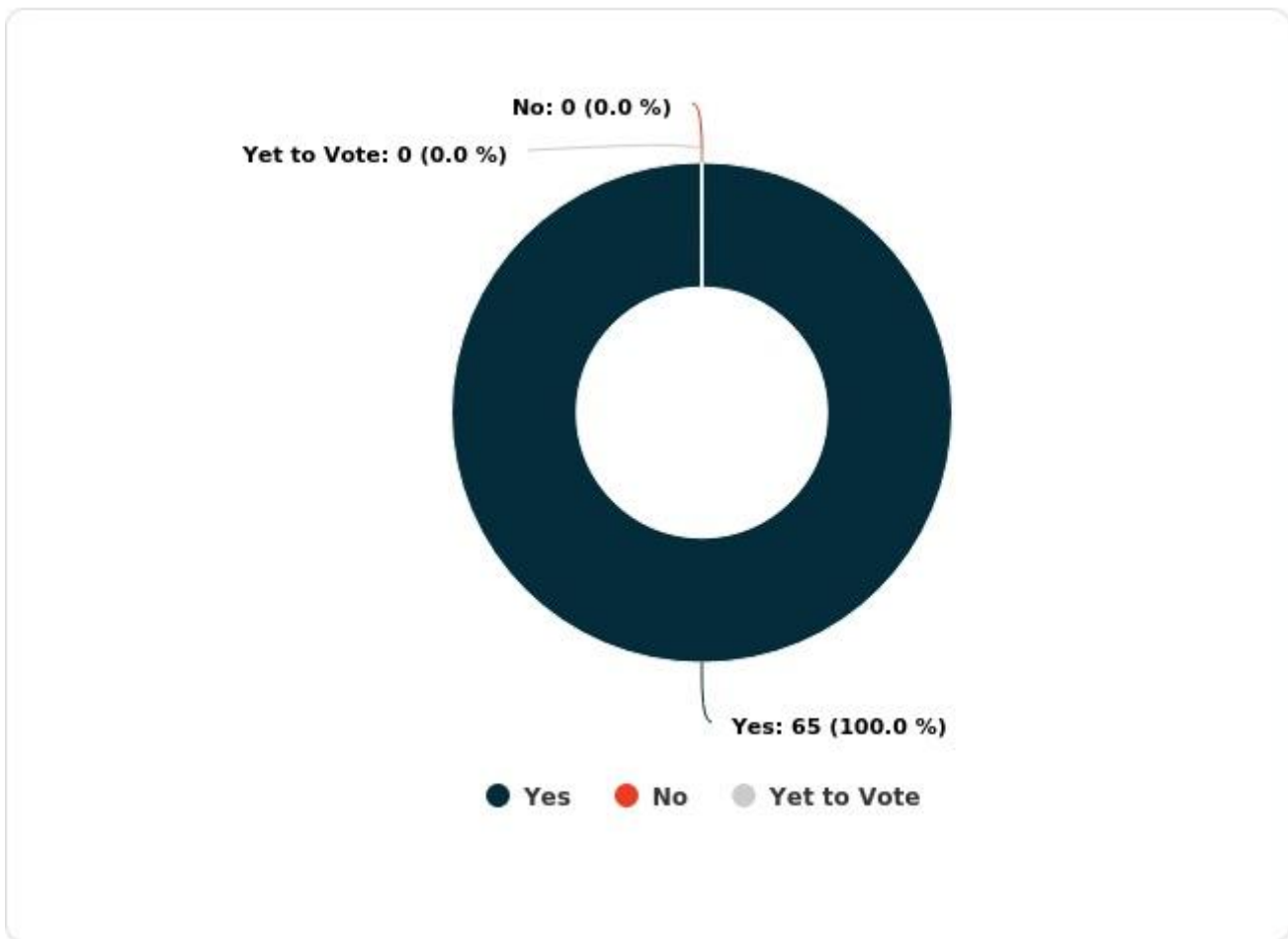
Total Eligible Voters: 65  
Total Voted: 65 (100%)  
Total Voted All Questions:: 65 (100%)

Final Vote Audit: Wednesday 29th November, 2023 6:39pm AEDT

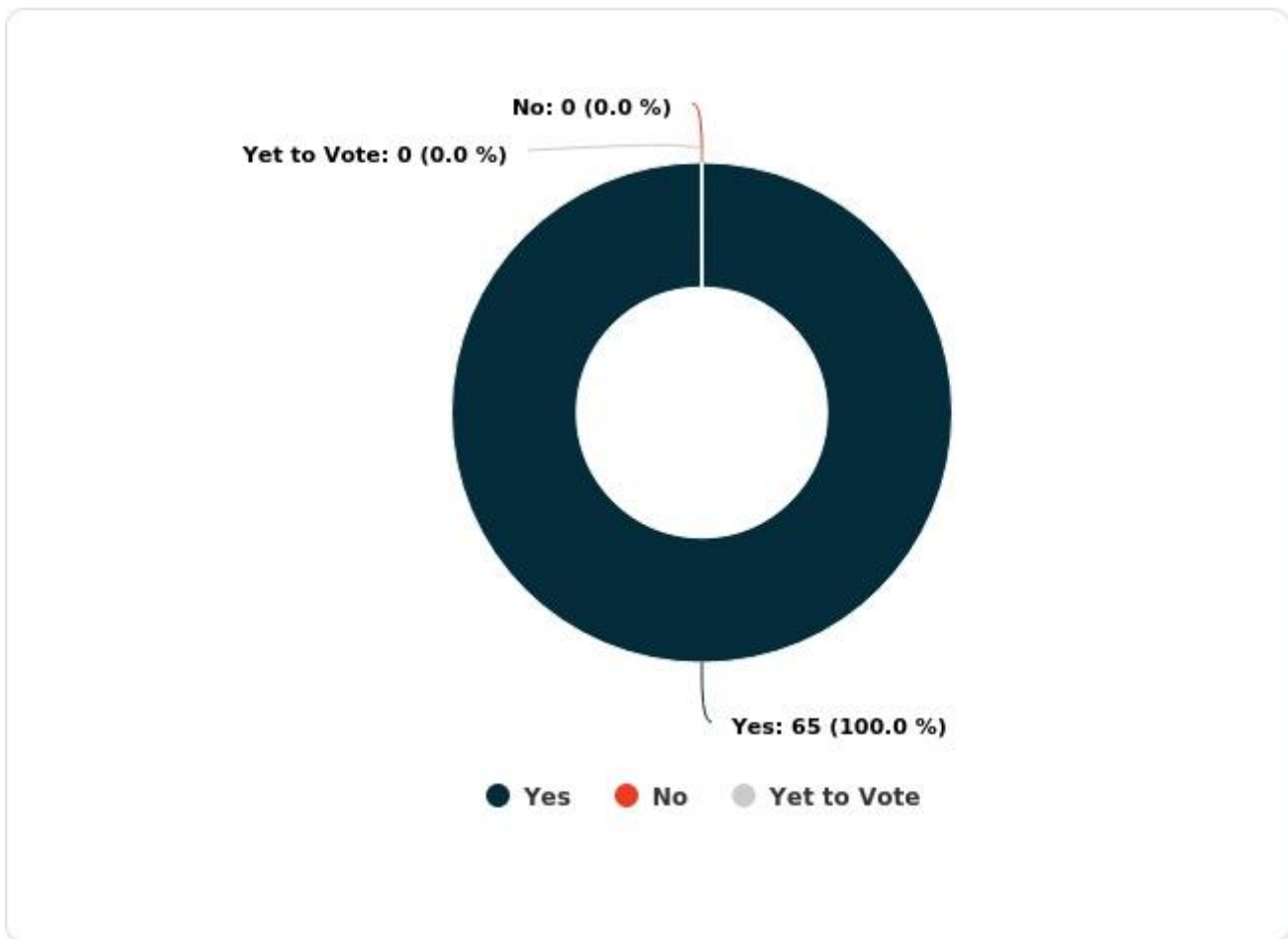
## 1. An unlimited number of stoppages of work for the duration of 1 hour?



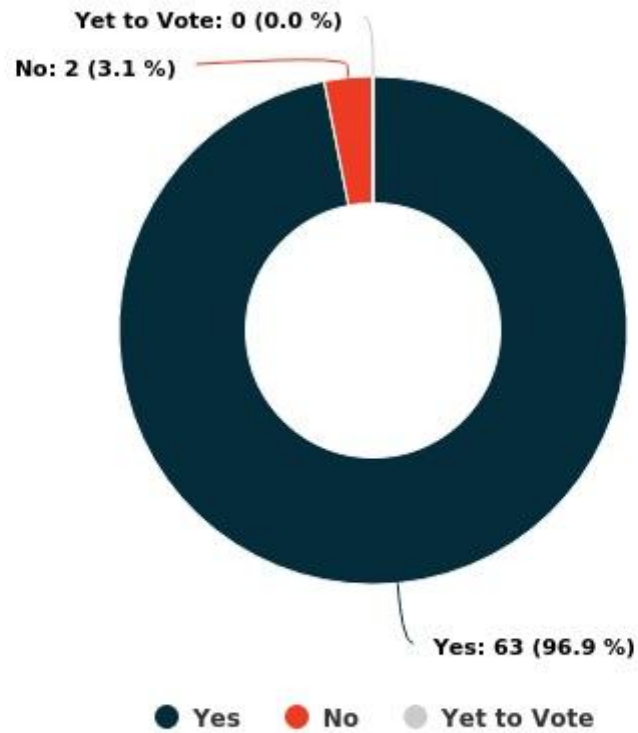
## 2. An unlimited number of stoppages of work for the duration of 12 hours?



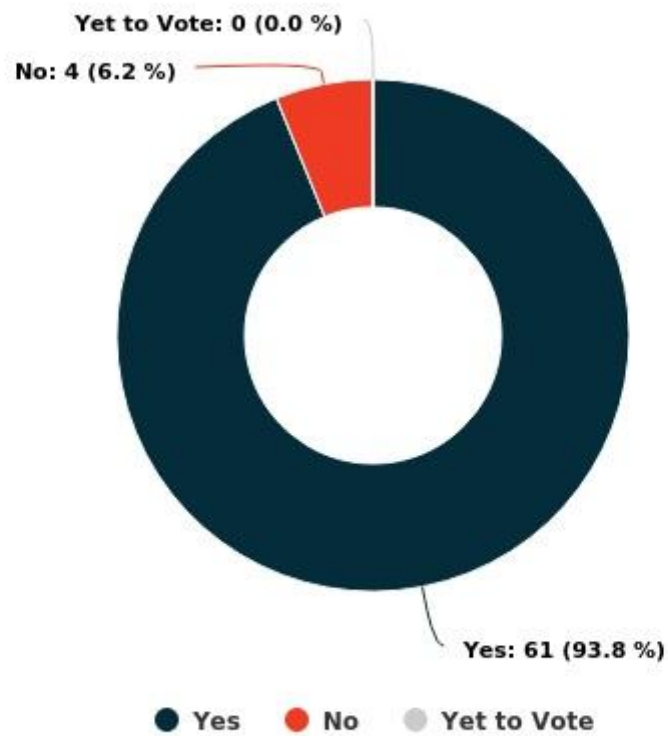
### 3. An unlimited number of stoppages of work for the duration of 24 hours?



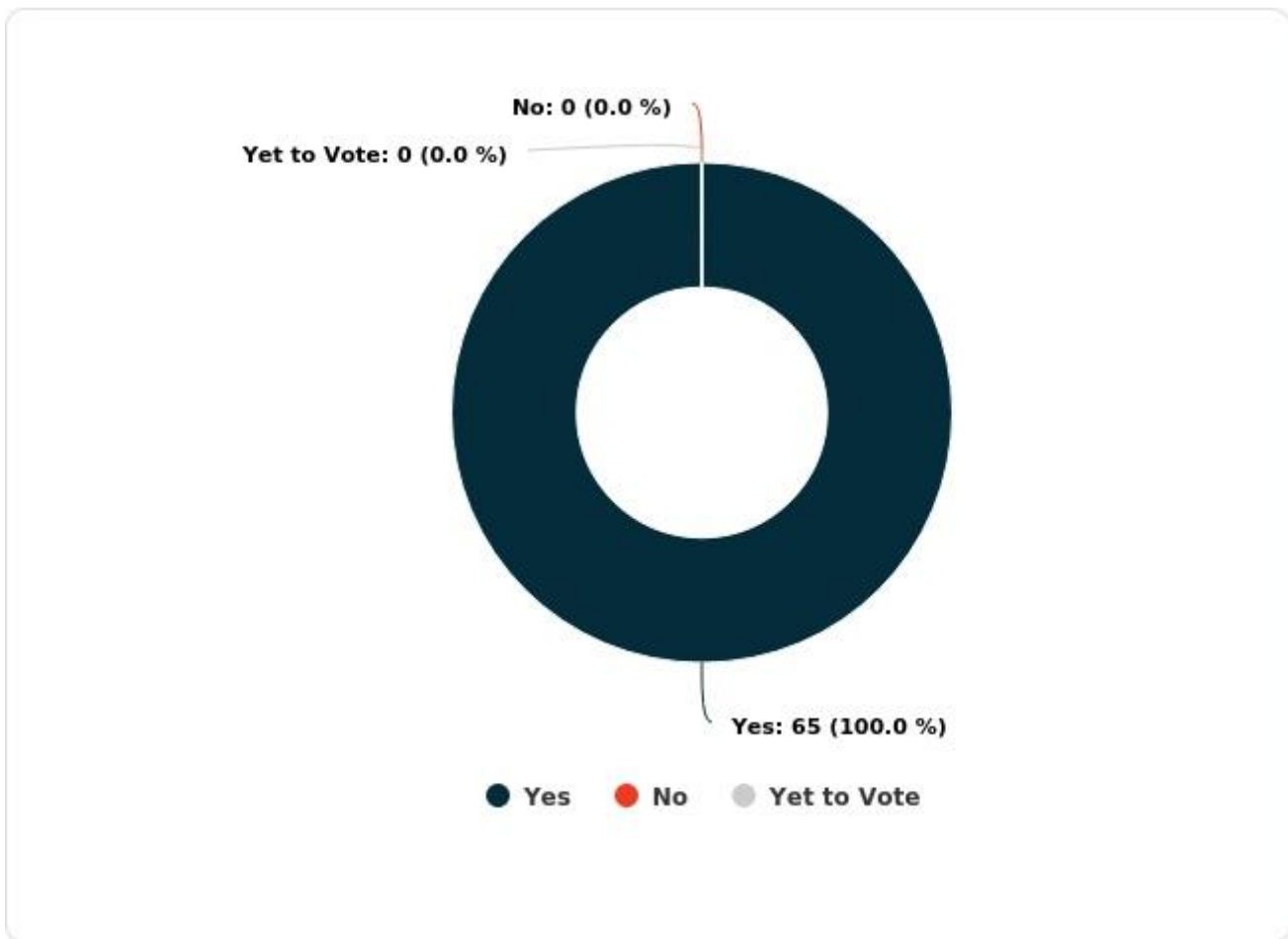
#### 4. An unlimited number of indefinite and/or periodic stoppages of work?



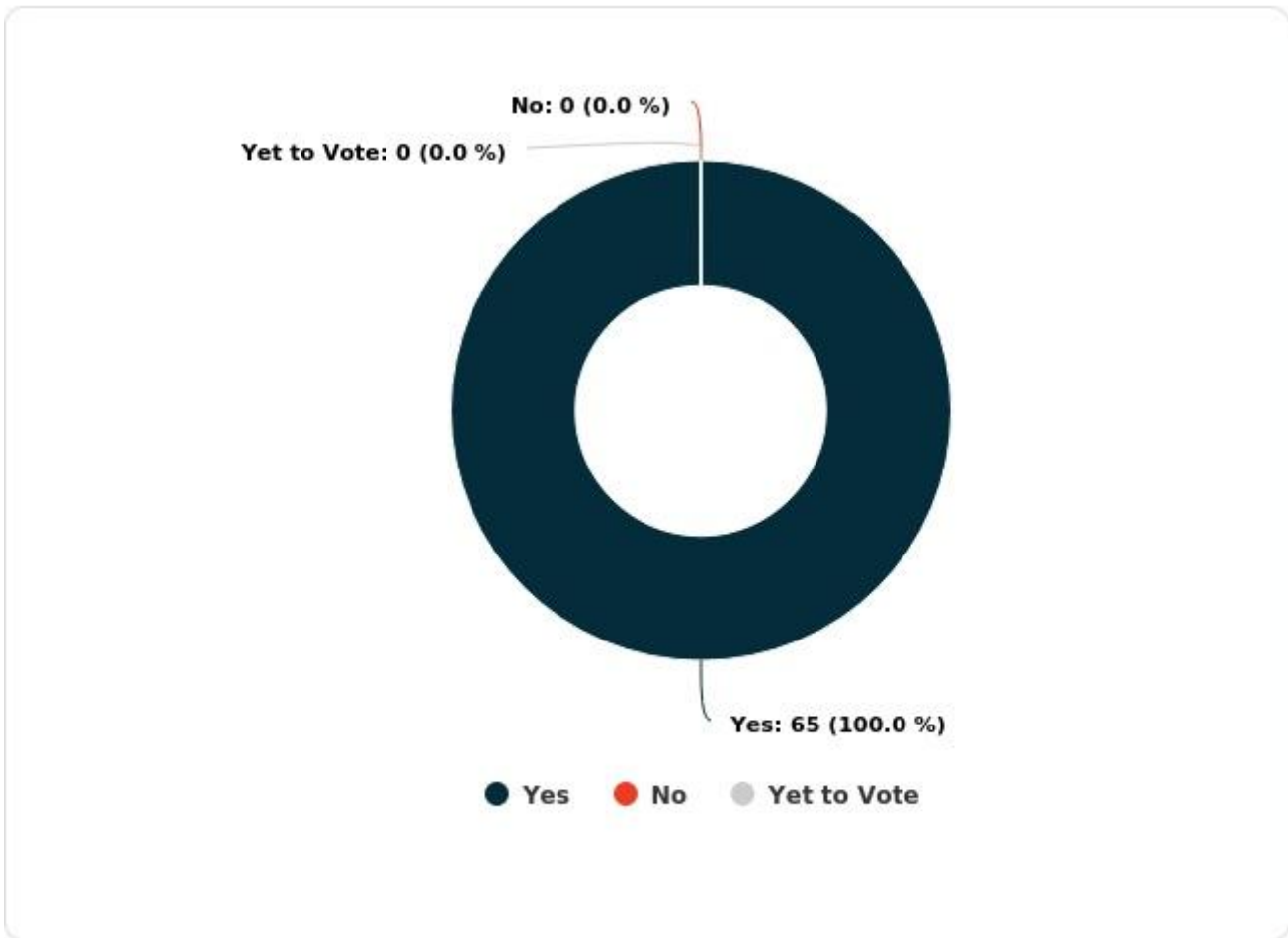
### 5. An unlimited number of indefinite and/or periodic bans on overtime?



6. An unlimited number of indefinite and/or periodic bans on call backs?

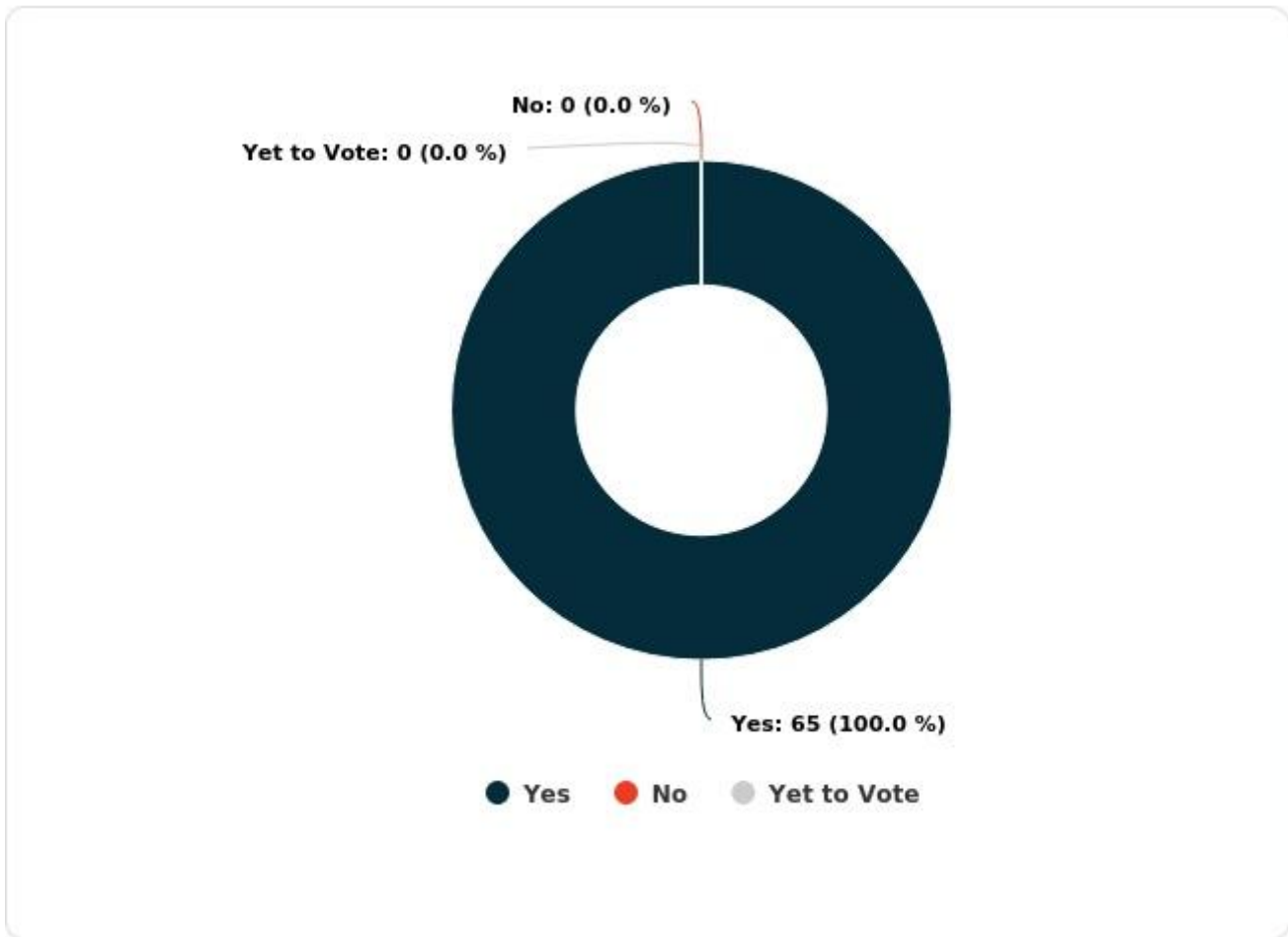


**7. An unlimited number of indefinite and/or periodic bans on performing Recipient in Charge duties?**

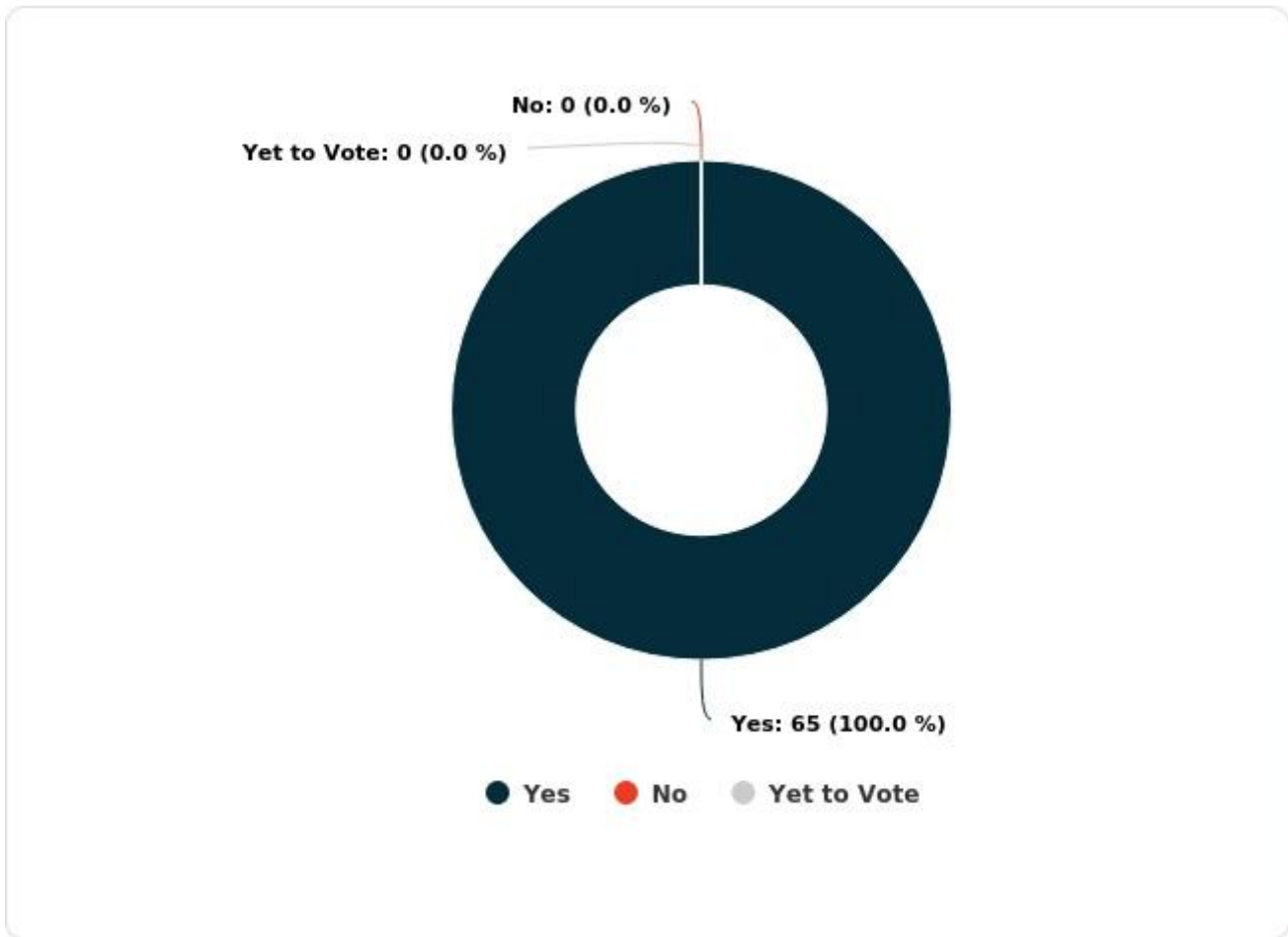




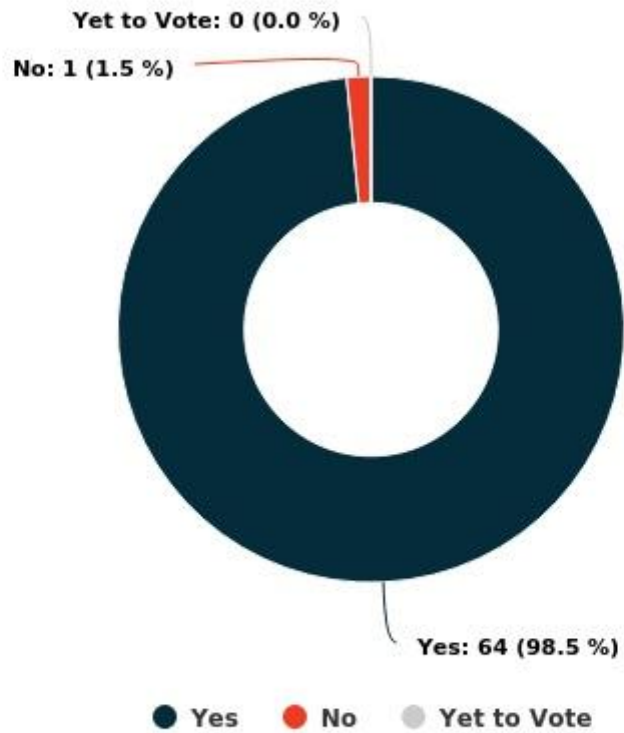
**8. An unlimited number of indefinite and/or periodic bans on performing Emergency Response Coverage?**



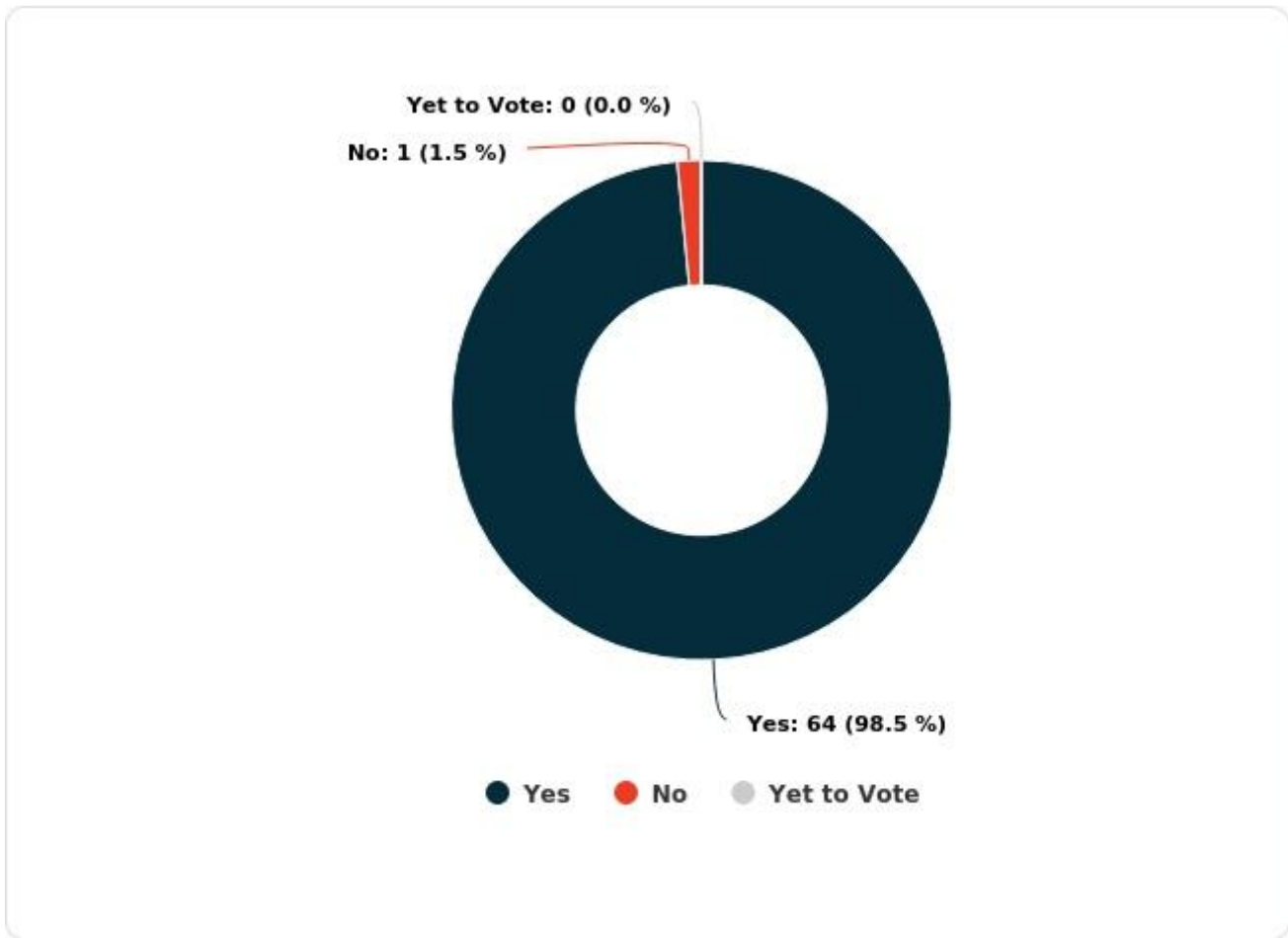
**9. An unlimited number of indefinite and/or periodic bans on performing intermediate rigging duties?**



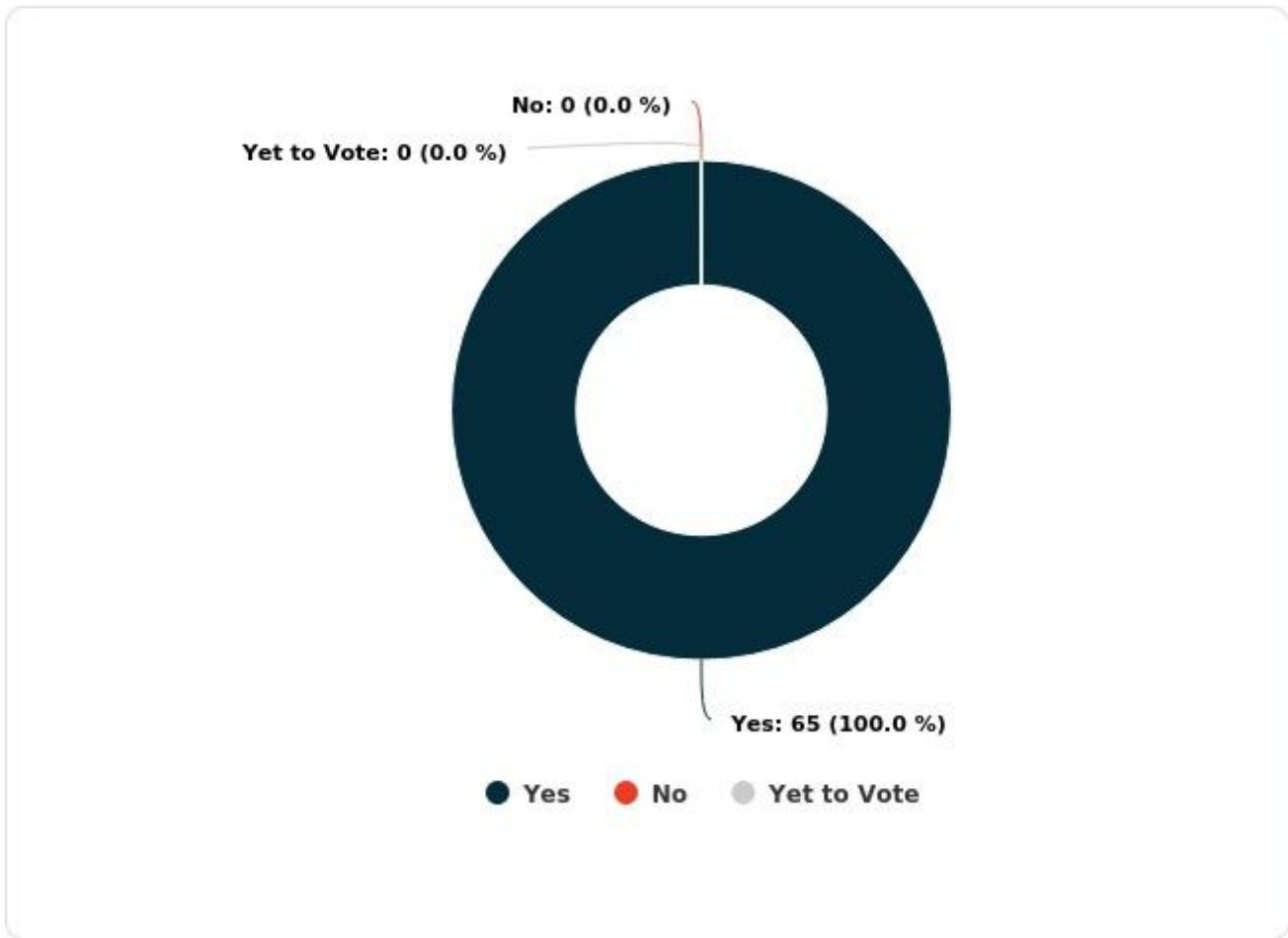
10. An unlimited number of indefinite and/or periodic bans on entering a confined space?



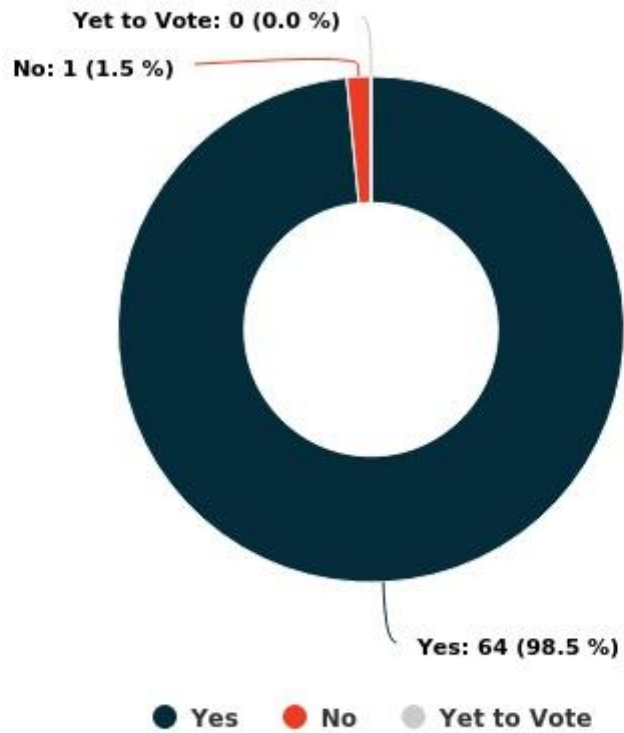
**11. An unlimited number of indefinite and/or periodic bans on performing High Risk License work?**



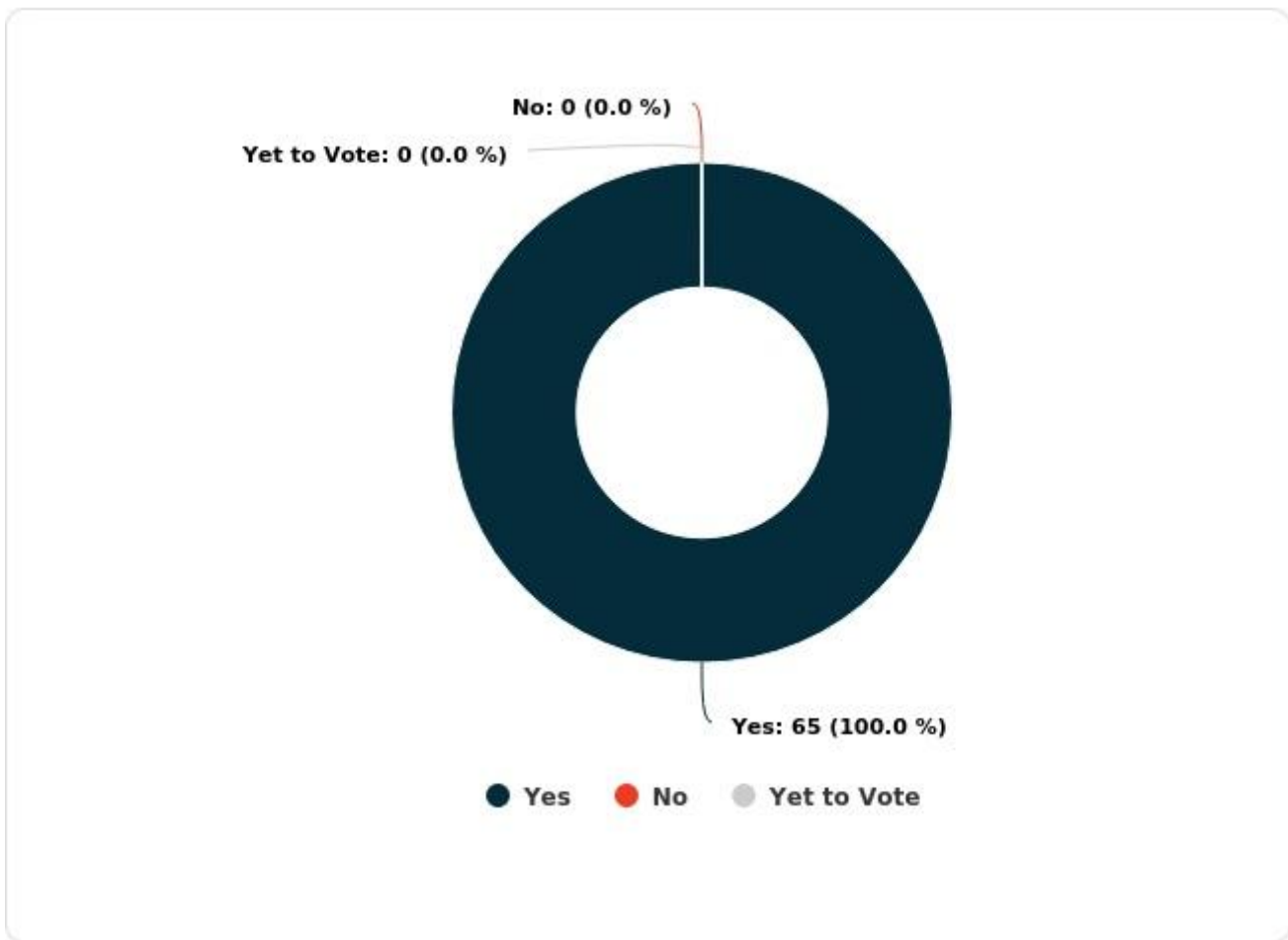
12. An unlimited number of indefinite and/or periodic bans on ordering items from the store?



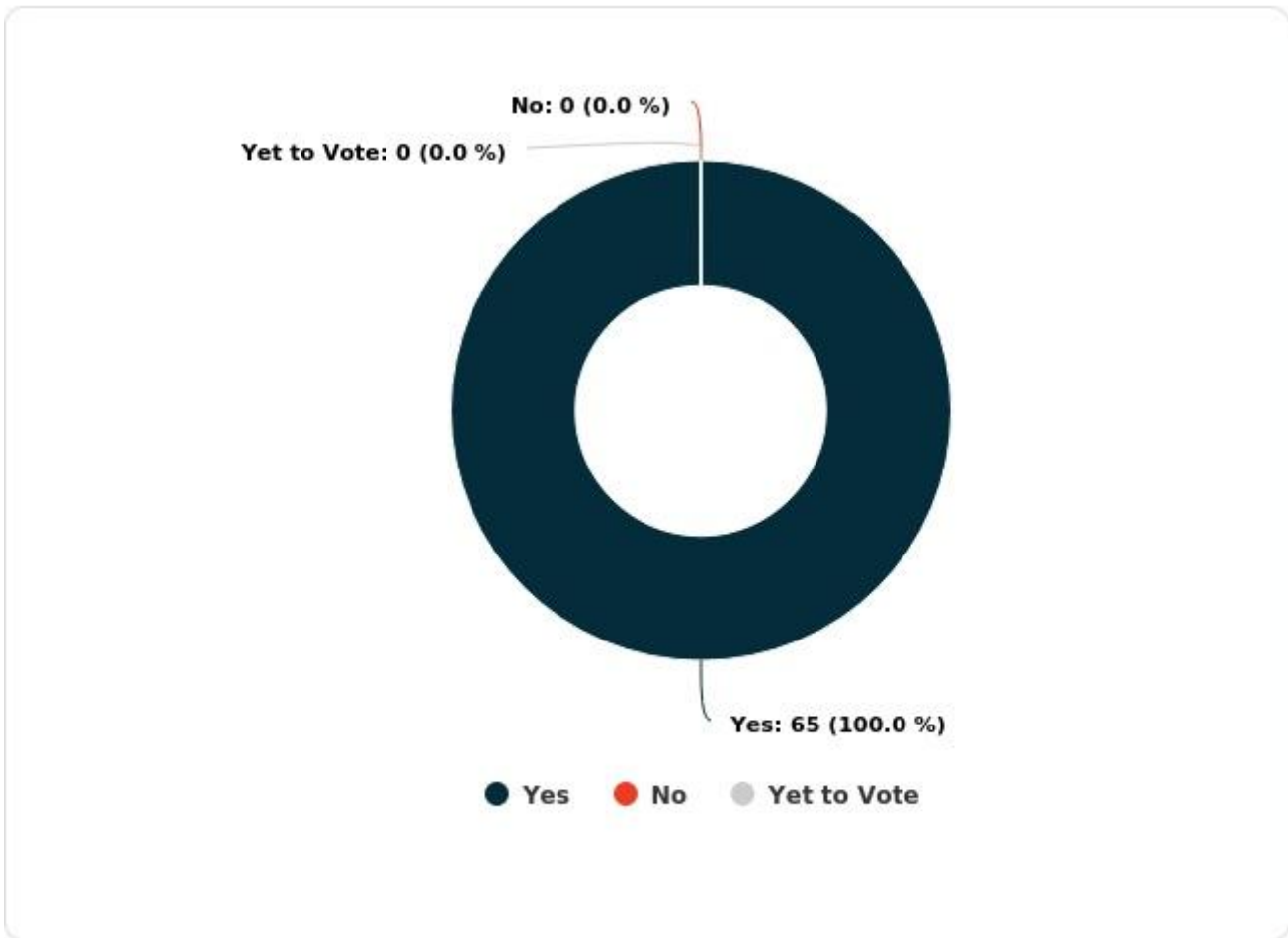
13. An unlimited number of indefinite and/or periodic bans on closing off work orders?



**14. An unlimited number of indefinite and/or periodic bans on the performance of stepping up or higher duties?**

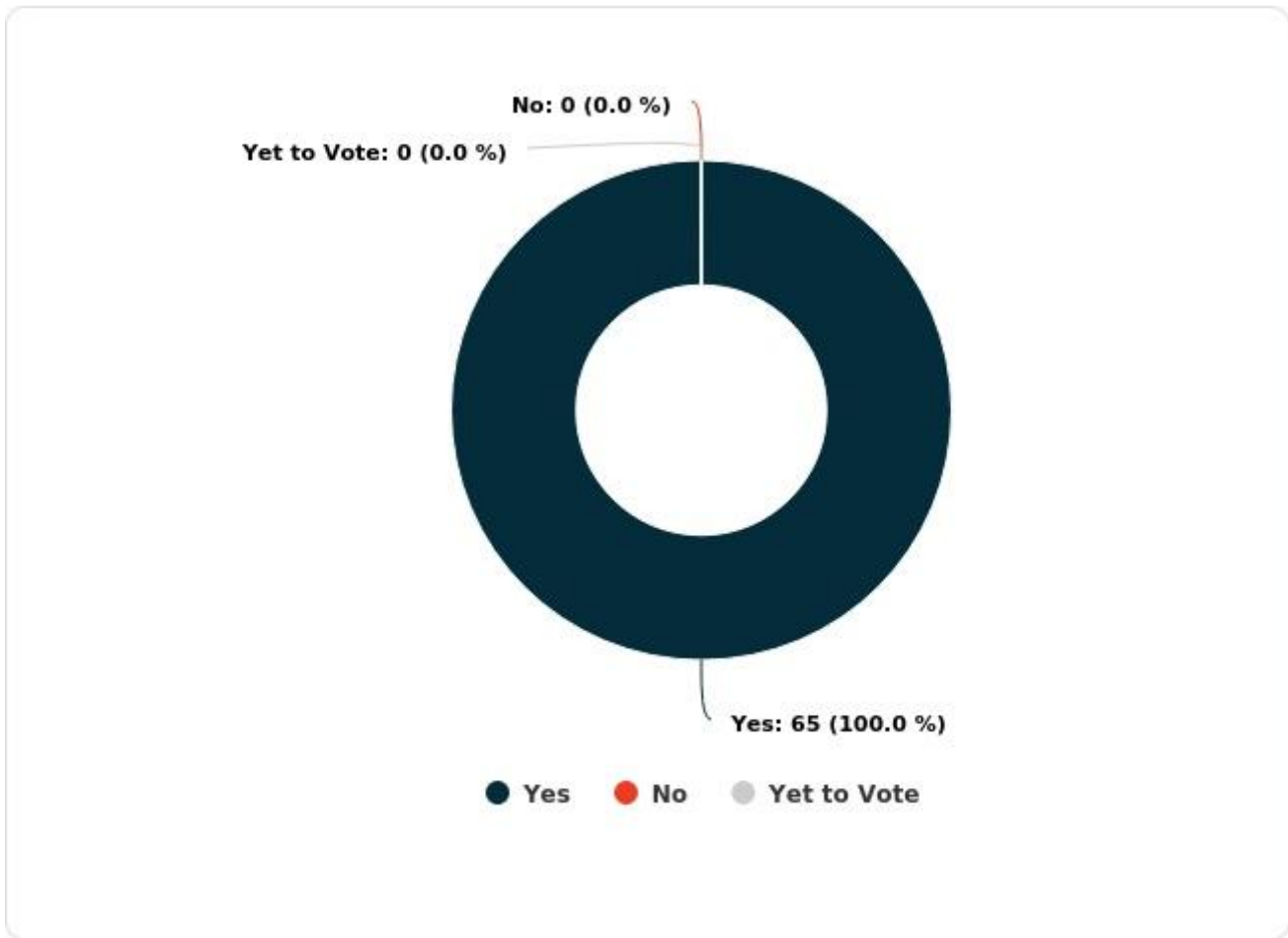


**15. An unlimited number of indefinite and/or periodic bans on carrying and using phones and radios for the purpose of work?**

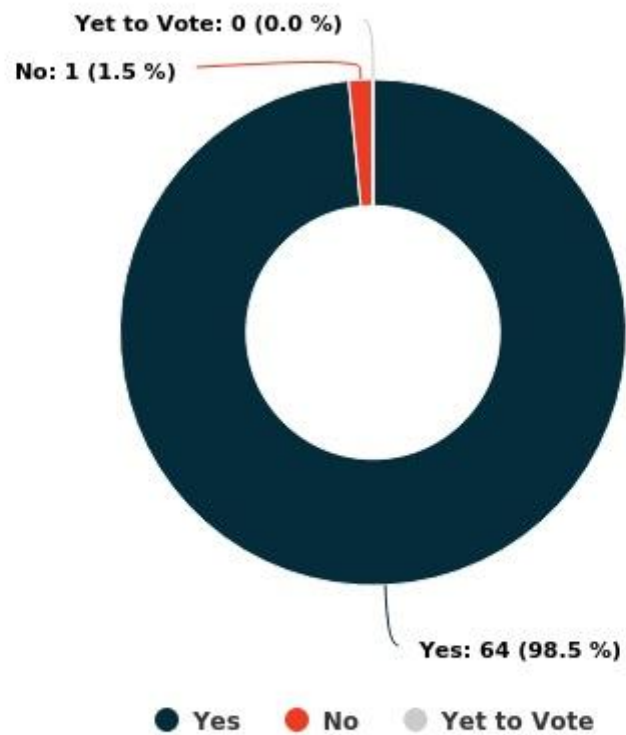




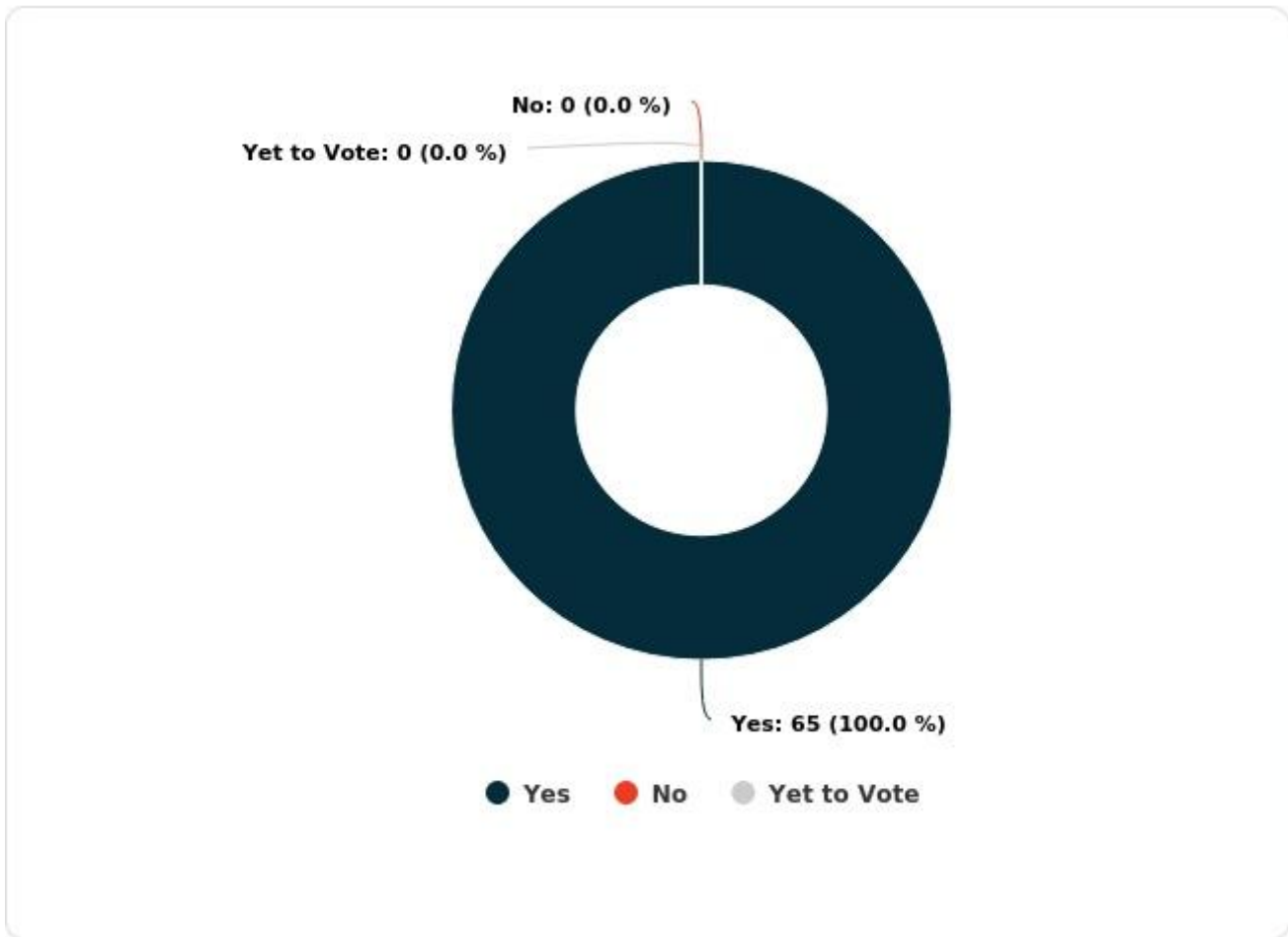
16. An unlimited number of indefinite and/or periodic bans on writing permits?



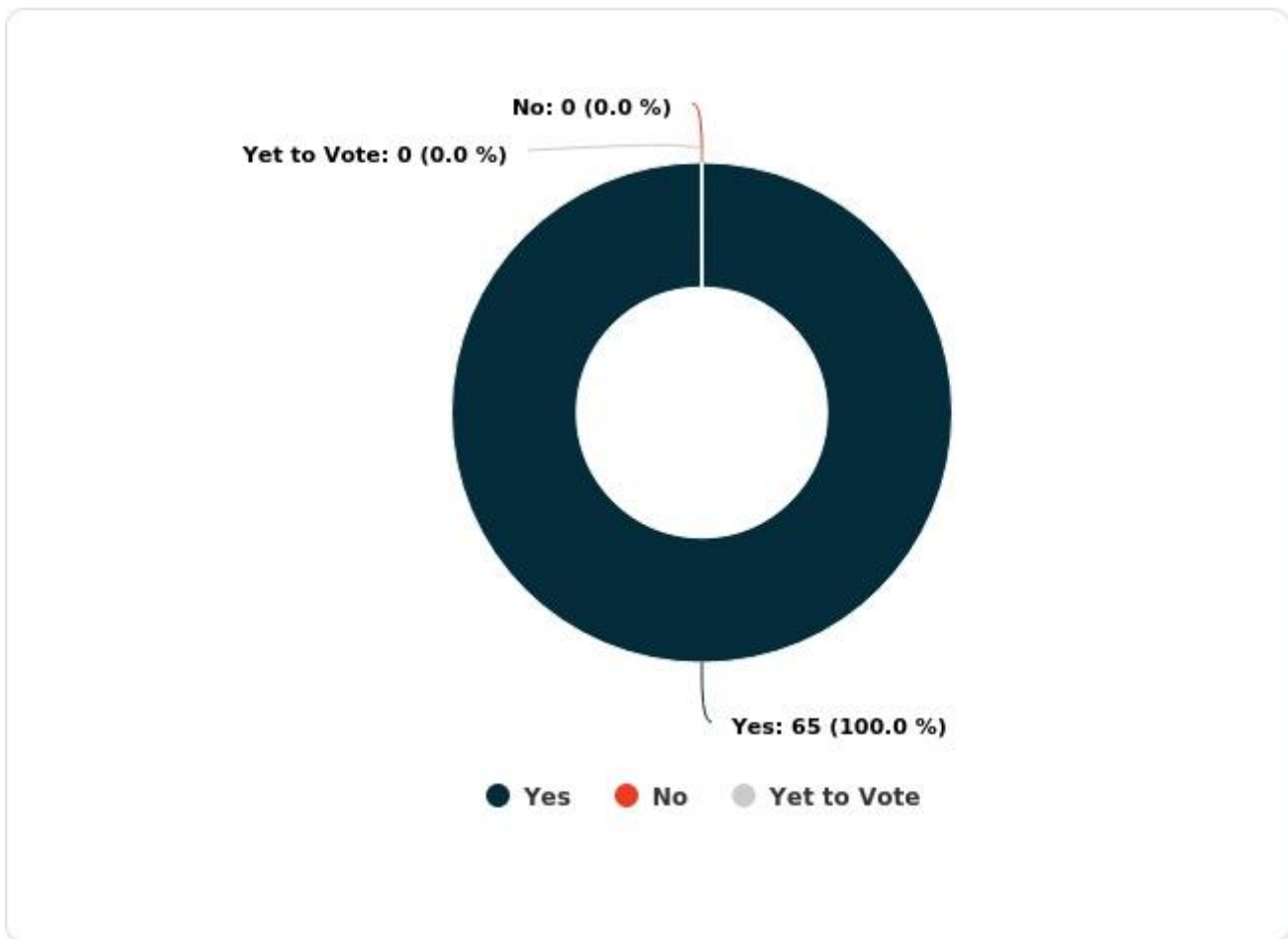
**17. An unlimited number of indefinite and/or periodic bans on usage of SAP (Systems Applications and Products)?**



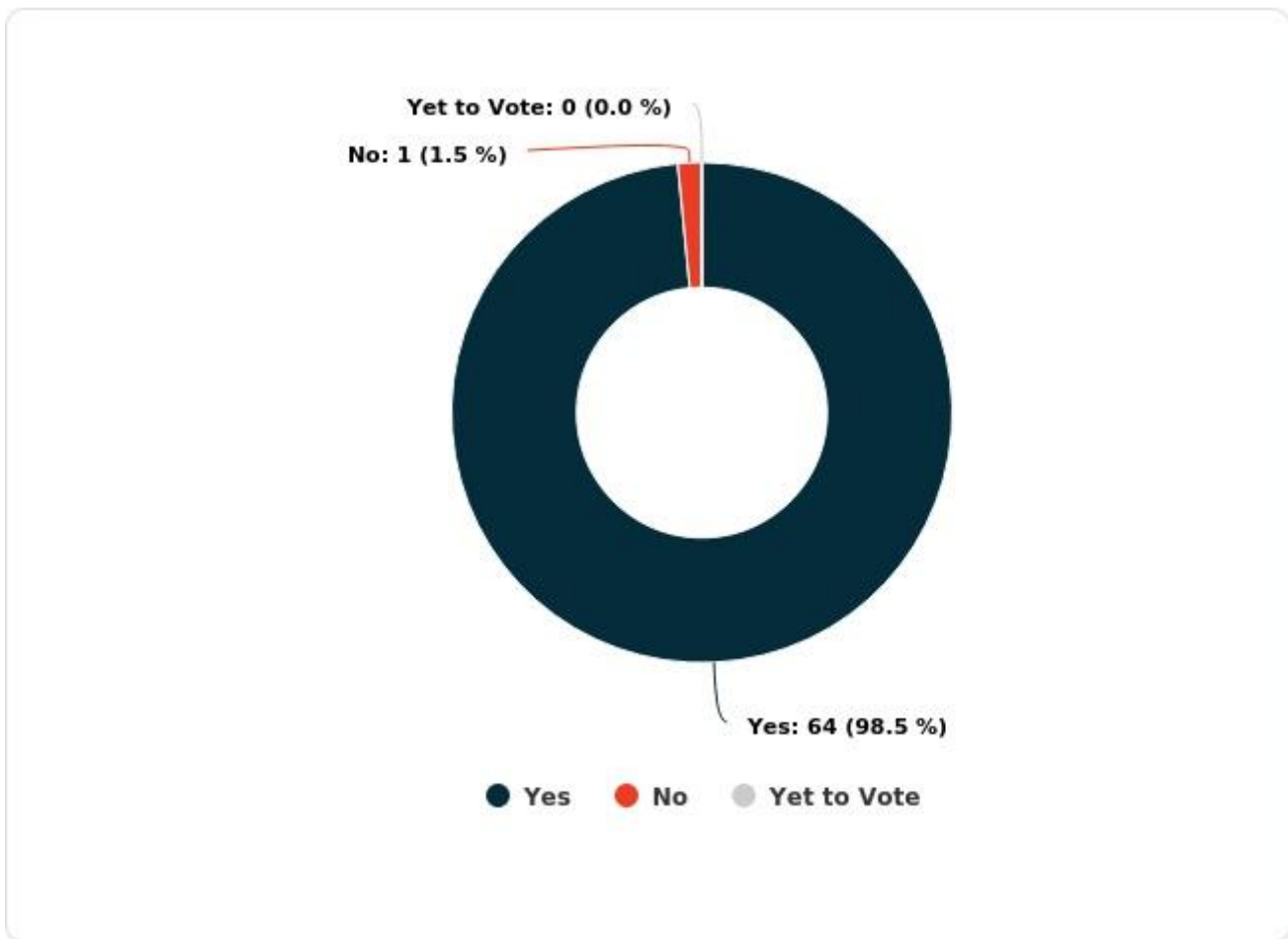
**18. An unlimited number of indefinite and/or periodic bans on the refuelling and charging of vehicles?**



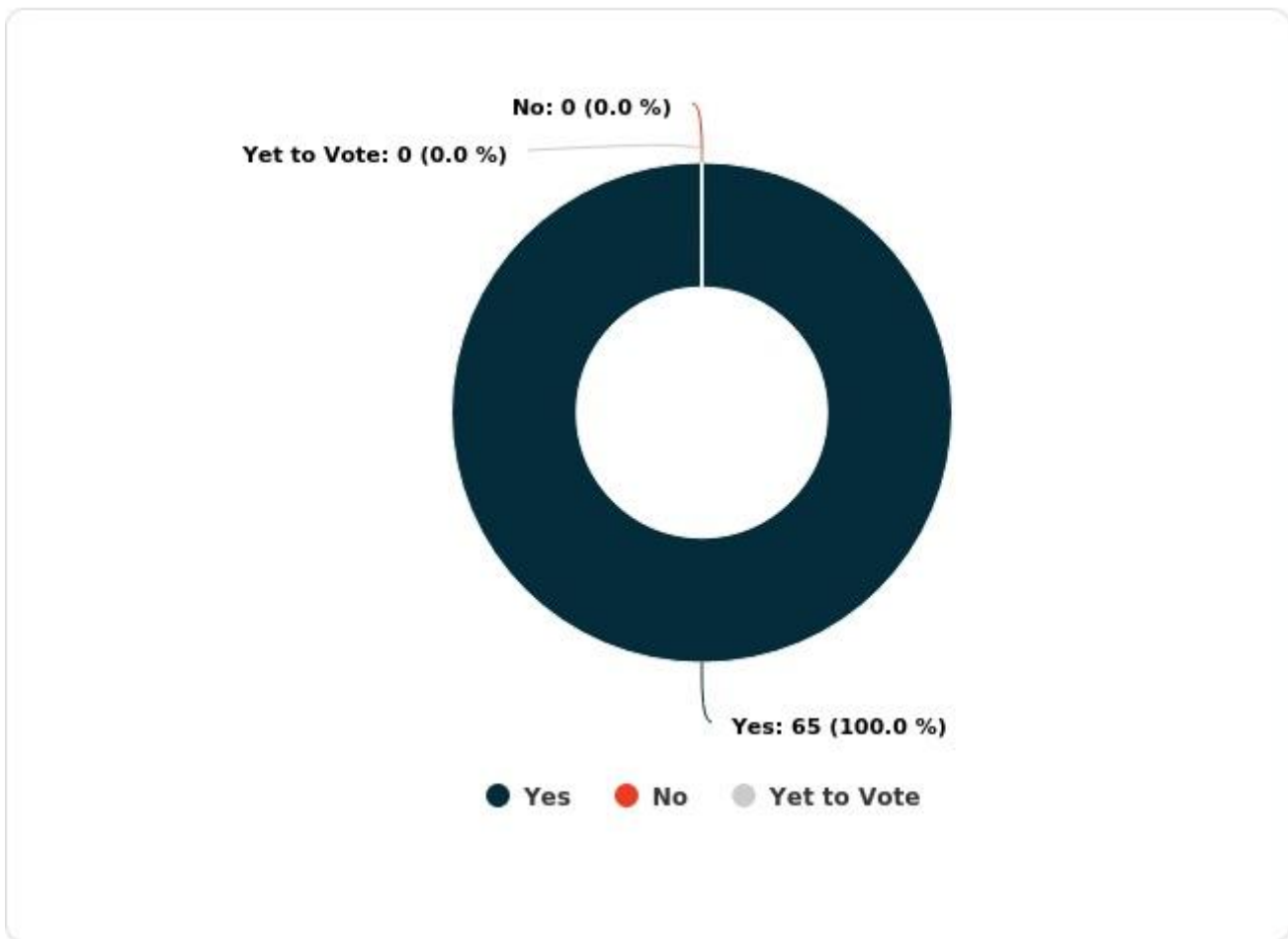
**19. An unlimited number of indefinite and/or periodic bans on the use of Elevated Work Platforms?**



20. An unlimited number of indefinite and/or periodic bans on email usage?



21. An unlimited number of indefinite and/or periodic bans on working under basic isolations?



## 2. Vero Voting Independence Declaration

AMWU V Paper Australia PAB B2023/1249 vote has been managed and declared independent of Australian Manufacturing Workers' Union (AMWU), Paper Australia and Fair Work.

No individual vote has been disclosed to the Australian Manufacturing Workers' Union (AMWU), Paper Australia or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



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Greg Mitchell  
**Director,**

**Vero Engagement and Voting Solutions Pty Ltd**

Suite 5, 100 Railway Road, Subiaco, WA 6008

P: 08 6500 0810

E: [admin@verovoting.com.au](mailto:admin@verovoting.com.au)

W: <https://www.verovoting.com.au/>