



Reference: 2023/10808

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/1351

Pursuant to the Protected Action Ballot Order B2023/1351 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)	10
Postal votes returned by voters	10
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	10
Percentage of postal votes returned*	100.00

*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 your employer, do you authorise the taking of the following protected industrial action, which may be taken periodically, indefinitely, separately, concurrently or consecutively?

	Question	Yes	No	Informal
1	Bans on using mobile phones for work purposes, including indefinitely?	10	0	0
2	The taking meal breaks, in concert with other employees, at the same time and/or the same places (i.e. groups of employees)?	10	0	0
3	Bans on the use of computers and or tablets, including indefinitely?	10	0	0

4	Ban, for a specified period, including indefinitely, on the supervision of labor hire workers or contractors?	10	0	0
5	Bans, for a specified period, including indefinitely on "On Call?"	10	0	0
6	Bans on the performance of overtime, including indefinitely?	10	0	0
7	Bans on the performance of any work outside the normal spread of hours, including indefinitely?	10	0	0
8	Stoppage of work for a period of 15 minutes including consecutive stoppages?	10	0	0
9	A ban on returning equipment to service?	10	0	0
10	Working strictly in accordance with Saputo policies and procedures?	10	0	0
11	A ban on meetings outside formal bargaining to discuss the EBA?	10	0	0
12	An indefinite ban on use of keys and or combination locks?	10	0	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was 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, 9, 10, 11, 12.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Ballot Agent
Australian Electoral Commission

24/01/2024

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