

Reference: 2023/2991

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

Denise CAMPBELL-BURNS
 Construction, Forestry, Maritime, Mining and Energy Union
 dcampbellburns@cfmeumd.org

Li CHENG
 Asaleo Personal Care Pty Ltd
 Li.Cheng@essity.com

Declaration of results - PAB Order: B2023/291

Pursuant to the Protected Action Ballot Order B2023/291 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)	64
Postal votes returned by voters	46
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	46
Percentage of postal votes returned*	71.88

*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 your employer, do you authorise the taking of the following protected industrial action (separately, concurrently and/or consecutively)?

	Question	Yes	No	Informal
1	An unlimited number of 1 hour stoppages of work in all or part of the workplace?	44	2	0
2	An unlimited number of 4 hour stoppages of work in all or part of the workplace?	44	2	0
3	An unlimited number of 24 hour stoppages of work in all or part of the workplace?	43	3	0
4	An unlimited number of indefinite or periodic bans on housekeeping and cleaning duties in all or part of the workplace?	44	2	0

5	An unlimited number of indefinite or periodic bans on the performance of blow downs in all or part of the workplace?	45	1	0
6	An unlimited number of indefinite or periodic bans on the performance of overtime in all or part of the workplace?	44	2	0
7	An unlimited number of indefinite or periodic bans on the performance of preventative maintenance tasks?	44	2	0
8	An unlimited number of indefinite or periodic bans on brand changes?	44	2	0
9	An unlimited number of indefinite or periodic bans on the performance of production handovers?	44	2	0
10	An unlimited number of indefinite or periodic bans on the recording of shift logs or journal updates?	44	2	0
11	An indefinite strike, in all or part of the workplace?	43	3	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) .

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

10/05/2023

Email: PABevents@aec.gov.au phone: 02 9375 6366 or 03 9285 7111

www.aec.gov.au