



Reference: 2024/15665

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

Paris NICHOLLS
Construction, Forestry and Maritime Employees Union
pnicholls@cfmeumd.org

Simon QUINTNER
Highland Pine Products Pty Ltd
Simon.quintner@highlandpine.com.au

Declaration of results - PAB Order: B2024/1444

Pursuant to the Protected Action Ballot Order B2024/1444 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)	94
Postal votes returned by voters	52
Postal votes rejected at the preliminary scrutiny	2
Postal votes admitted to further scrutiny	50
Percentage of postal votes returned*	53.19

*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 authorize the taking of the following protected industrial action (separately, concurrently and/or consecutively)?

	Question	Yes	No	Informal
1	An unlimited number of stoppages of the performance of all work for: 1 hour periods, 4 hour periods, 8 hour periods, 12 hour periods and/or 24 hour periods.	44	6	0
2	An unlimited number of indefinite and/or periodic bans on the performance of one or more of the following types of work: a. Carrying more than 1 pack on a forklift in all or part of the workplace b. Forklifts driving more than 5 km p/h in all or part of	45	5	0

- the workplace
- c. A maximum of 1 fillet at the infeed at a time
 - d. Housekeeping and cleaning duties in all or part of the workplace
 - e. Pre-start checks on fixed or mobile plant in all or part of the workplace
 - f. Preparation and performance of preventative maintenance tasks in all or part of the workplace
 - g. Quality checking in all or part of the workplace
 - h. Loading or unloading trucks in all or part of the workplace
 - i. Overtime in all or part of the workplace
 - j. Using technology such as radios, mobile phones, computers and tablets during work hours for non-safety related purposes
 - k. Production and scheduling paperwork in all or part of the workplace
 - l. Undertaking labelling work to prepare products for dispatch
-

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.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent
Australian Electoral Commission

20/12/2024

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

www.aec.gov.au