



Reference: 2023/4315

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Declaration of results - PAB Order: B2023/476

Pursuant to the Protected Action Ballot Order B2023/476 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)	3
Postal votes returned by voters	1
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	1
Percentage of postal votes returned*	33.33

*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 Mondelez Australia Pty Ltd, 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 of between 15 minutes and 24 hours duration?	1	0	0
2	An unlimited number of indefinite or periodic bans on the use of Computers?	1	0	0
3	An unlimited number of indefinite or periodic bans on the reading of emails?	1	0	0
4	An unlimited number of indefinite or periodic bans on responding to emails?	1	0	0
5	An unlimited number of indefinite or periodic bans on dissemination of data?	1	0	0
6	An unlimited number of indefinite or periodic bans on answering phone calls or Text Messages (SMS)?	1	0	0
7	An unlimited number of indefinite or periodic bans on entering information into computers?	1	0	0
8	An unlimited number of indefinite or periodic bans on the supervision or training of Labour Hire workers?	1	0	0
9	An unlimited number of indefinite or periodic bans on tasks associated with the Company Integrated Lean Six Sigma Production program?	1	0	0
10	An unlimited number of indefinite or periodic bans on Call Backs?	1	0	0
11	An unlimited number of indefinite or periodic bans on the performance of overtime?	1	0	0
12	An unlimited number of indefinite or periodic bans on tasks associated with Higher duties?	1	0	0

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, 9, 10, 11, 12.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

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 Australian Electoral Commission
 30/06/2023

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