



Fair Vote Services  
Protected Action Ballot UWU v Fonterra Australia Pty Ltd

## B2025/1215 PROTECTED ACTION BALLOT NOTICE OF RESULTS

The Notice of Results for the UWU v Fonterra Australia Pty Ltd Protected Action Ballot has been generated in accordance with section 457 of the *Fair Work Act 2009 (Cth)*, the Protected Action Ballot Order issued by the Fair Work Commission (Ref: B2025/1215)

Listing of results of the question(s) put to voters in the ballot:

*In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:*

Question	Yes	No	Total
<b>Question 1</b> - An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration?	54	2	56
<b>Question 2</b> - An unlimited number of stoppages of work of an indefinite duration?	54	2	56
<b>Question 3</b> – An unlimited number of stoppages of work of between one (1) minute and twenty-four (24) hours' duration for the purposes of distributing material and speaking to members of the general public (including other employees) about the reasons for industrial action and/or speaking to the media and/or posting to social media about the reasons for industrial action?	54	2	56
<b>Question 4</b> – An unlimited number of indefinite or periodic bans on the performance of any or all of the following: <ul style="list-style-type: none"><li>• All forms of overtime;</li><li>• Specific tasks or duties which are part of employee's ordinary work tasks or duties;</li><li>• The performance of paperwork (other than regulatory or safety related paperwork); and</li><li>• Training and/or reorientation of new and existing staff.</li></ul>	54	2	56

I declare that:

- 60 ballots were issued for voting in this protected action ballot.
- At least 50% of voters cast a vote in all questions.
- The majority of voters who did cast a valid vote were in favour of the action set down in question(s): 1 - 4.
- The majority of voters who cast a valid vote were against the action set down in question(s): Nil.

Gavin Ryan

**Fair Vote Services Protected Action Ballot Agent**

[gavin.ryan@fairvote.com.au](mailto:gavin.ryan@fairvote.com.au)

10-12 Gwynne Street

Cremorne VIC 3121

Ph: (03) 8592 9905

**14/08/2025**