



Reference: 2025/1726

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

Liam ORR  
United Workers' Union  
[Liam.orr@unitedworkers.org.au](mailto:Liam.orr@unitedworkers.org.au)

Danni WILSON  
Kellogg (Aust) Pty Ltd  
[danni.wilson@kellanova.com](mailto:danni.wilson@kellanova.com)

### Declaration of results - PAB Order: B2025/166

Pursuant to the Protected Action Ballot Order B2025/166 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)	138
Postal votes returned by voters	124
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	124
Percentage of postal votes returned*	89.85

\*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 Kellogg (Aust) Pty Ltd, do you authorise the taking of 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 1 hour duration?	119	5	0
2	An unlimited number of stoppages of work of 2 hours duration?	119	5	0
3	An unlimited number of stoppages of work of 4 hours duration?	120	4	0
4	An unlimited number of stoppages of work of 6 hours duration?	118	6	0
5	An unlimited number of stoppages of work of 8 hours	117	7	0

	duration?			
6	An unlimited number of stoppages of work of 12 hours duration?	117	7	0
7	An unlimited number of stoppages of work of 24 hours duration?	117	7	0
8	An unlimited number of stoppages of work of 48 hours duration?	117	7	0
9	An unlimited number of bans on working overtime?	121	3	0
10	An unlimited number of bans on the use of forklifts and pallet jacks?	117	7	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.
- The majority of voters who cast a valid vote were against the action set out in question(s).

Delegate of the Ballot Agent  
 Australian Electoral Commission  
 13/03/2025

Email: [PAEvents@aec.gov.au](mailto:PAEvents@aec.gov.au) phone: 02 9375 6366 or 03 9285 7111

[www.aec.gov.au](http://www.aec.gov.au)