



Reference: 2023/3065

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

Michaela EGAN
"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the
Australian Manufacturing Workers' Union (AMWU)
Michaela.Egan@amwu.org.au

Matthew ARBLASTER
Essity Holding Australia Pty Ltd
Matthew.Arblaster@essity.com

Declaration of results - PAB Order: B2023/299

Pursuant to the Protected Action Ballot Order B2023/299 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)	10
Postal votes returned by voters	9
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	9
Percentage of postal votes returned*	90.00%

*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 Asaleo Personal Care 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 for the duration of 1 hour?	9	0	0
2	An unlimited number of stoppages of work for the duration of 2 hours?	9	0	0
3	An unlimited number of stoppages of work for the duration of 3 hours?	9	0	0
4	An unlimited number of stoppages of work for the duration of 4 hours?	9	0	0

5	An unlimited number of stoppages of work for the duration of 6 hours?	9	0	0
6	An unlimited number of stoppages of work for the duration of 8 hours?	9	0	0
7	An unlimited number of stoppages of work for the duration of 12 hours?	9	0	0
8	An unlimited number of stoppages of work for the duration of 24 hours?	9	0	0
9	An unlimited number of stoppages of work for the duration of 48 hours?	9	0	0
10	An unlimited number of stoppages of work for the duration of 72 hours?	9	0	0
11	An unlimited number of stoppages of work for the duration of one week?	9	0	
12	An unlimited number of indefinite stoppages of work?	9	0	0
13	An unlimited number of indefinite or periodic bans on overtime?	9	0	0
14	An unlimited number of indefinite or periodic bans on training of employees, whether full time, part time, casual, contracted, volunteers either directly or indirectly or not employed by the company?	9	0	0
15	An unlimited number of indefinite or periodic bans on processing of any paperwork or email on any manufactured product or deliveries?	9	0	0
16	An unlimited number of indefinite or periodic bans on work on tablets, iPads and computers?	9	0	0
17	An unlimited number of indefinite or periodic bans on Test and Tag?	9	0	0
18	An unlimited number of indefinite or periodic bans on using any equipment on site?	9	0	0
19	An unlimited number of indefinite or periodic bans on company meetings?	9	0	0
20	An unlimited number of indefinite or periodic bans on maintenance of all or any machines?	9	0	0
21	An unlimited number of indefinite or periodic bans on Brand Changes on all or any machines?	9	0	0
22	An unlimited number of indefinite or periodic bans on maintenance or repairs to Brand Changeover parts?	9	0	0
23	An unlimited number of indefinite or periodic bans on stocktake on any parts?	9	0	0
24	An unlimited number of indefinite or periodic bans on mechanical and electrical breakdowns on all or any machines?	9	0	0
25	An unlimited number of indefinite or periodic bans on mechanical and electrical Work Orders?	9	0	0
26	An unlimited number of indefinite or periodic bans on compliance checks/quality assurance calls or preventative maintenance service calls?	9	0	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, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission
17/05/2023

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

www.aec.gov.au