

Reference: 2023/3787

The General Manager  
 Fair Work Commission  
 Level 4, 11 Exhibition Street  
 Melbourne VIC 3000  
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John SHORT

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)  
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**Declaration of results - PAB Order: B2023/389**

Pursuant to the Protected Action Ballot Order B2023/389 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)	12
Postal votes returned by voters	7
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	7
Percentage of postal votes returned*	58.33

\*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 endorse taking protected industrial action against your employer, which may involve taking separately, concurrently and/or consecutively, any or all of the actions set out below.

Note: You should vote 'NO' if you disagree with any one type of action.

	Question	Yes	No	Informal
	1. An unlimited number of indefinite or periodic bans on the use of Computers?			
	2. An unlimited number of indefinite or periodic bans on the reading of emails?			
1	3. An unlimited number of indefinite or periodic bans on responding to emails?	7	0	0
	4. An unlimited number of indefinite or periodic bans on the use of company provided mobile phones, except where necessary on work health and safety grounds?			

5. An unlimited number of indefinite or periodic bans on dissemination of data?
  6. An unlimited number of indefinite or periodic bans on answering phone calls or Text Message's (SMS)?
  7. The taking of meal breaks and rest breaks, in concert with other employees, at the same time and/or the same places (i.e., groups of employees)?
  8. An unlimited number of indefinite or periodic bans on entering information into computers?
  9. An unlimited number of indefinite or periodic bans on attendance at Company meetings relating to Protected Action?
  10. An unlimited number of indefinite or periodic bans on contingency planning (relating to any protected action)?
  11. An unlimited number of indefinite or periodic bans on the supervision or training of Labour Hire workers?
  12. An unlimited number of indefinite or periodic bans on contact with Mondelez, Claremont managers or Team Leaders regarding the current Enterprise Agreement included but not limited to reading or replying to Mondelez correspondence or attending Mondelez meetings or briefings
  13. An unlimited number of indefinite or periodic bans on undertaking work, tasks or responsibilities normally undertaken by Seniors, Team Leaders, or Managers?
  14. An unlimited number of indefinite or periodic bans on tasks associated with the Company Integrated Lean Six Sigma Production program?
  15. An unlimited number of indefinite or periodic bans) on attending the Company All Employee meetings?
  16. An unlimited number of indefinite or periodic bans on Call Backs?
  17. An unlimited number of indefinite or periodic bans on the performance of overtime?
  18. An unlimited number of indefinite stoppages of work for a period of 15 minutes including consecutive stoppages.
  19. An unlimited number of indefinite stoppages for a period of 30 minutes including consecutive stoppages.
  20. An unlimited number of indefinite stoppages of work for a period of 1 hour, including consecutive stoppages?
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21. An unlimited number of indefinite stoppages of work for a period of 2 hours, including consecutive stoppages?

22. An unlimited number of indefinite stoppages of work for a period of 4 hours, including consecutive stoppages?

23. An unlimited number of indefinite or periodic bans on tasks associated with Higher duties?

24. An unlimited number of indefinite or periodic bans on tasks or associated tasks of entering production information or results into the company information systems or notice boards?

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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.
- 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  
07/06/2023

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