



Reference: 2022/13310

The General Manager
Fair Work Commission
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Melbourne VIC 3000
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Karen SPINDLER

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers Union (AMWU)
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H.J. Heinz Company Australia Limited
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Declaration of results - PAB Order: B2022/1743

Pursuant to the Protected Action Ballot Order B2022/1743 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)	49
Postal votes returned by voters	34
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	34
Percentage of postal votes returned*	69.39

*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 H.J. Heinz Company Australia Limited, 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 indefinite and/or periodic stoppages on the performance of all work?	29	5	0
2	An unlimited number of indefinite and/or periodic bans on overtime?	28	4	2
3	An unlimited number of indefinite and/or periodic bans on call backs?	29	3	2
4	An unlimited number of indefinite and/or periodic bans on attending production meetings?	30	3	1

5	An unlimited number of indefinite and/or periodic bans on performing work through rest and/or meal breaks?	29	3	2
6	An unlimited number of indefinite and/or periodic bans on staggering meal and rest breaks to provide continuous running of the lines?	29	3	2
7	An unlimited number of indefinite and/or periodic bans on responding regarding alteration of starting and finishing times?	29	3	2
8	An unlimited number of indefinite and/or periodic bans on completing production related paperwork and SAP and MEX entries?	28	4	2
9	An unlimited number of indefinite and/or periodic bans on pre-shift (before commencement of shift) employees undertaking handover meetings?	29	3	2

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.
- 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

04/01/2023

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