



**AUSTRALIAN  
ELECTION  
COMPANY**

ABN 58635903913

Phone: 1800 224 420

07 5432 9017

Fax: 07 5428 1355

G.P.O. Box 394, BRISBANE QLD 4001

email: [whadley@austelect.com](mailto:whadley@austelect.com)

[www.austelect.com](http://www.austelect.com)

**Ballot Agent's Declaration of Result**

for

**Protected Action Ballot  
Order B2023/295 of 31 March, 2023**

**Construction, Forestry, Maritime, Mining and  
Energy Union**

v

**Visy Pulp and Paper Pty Ltd**

Prepared for:

**Vice President CATANZARITI  
FairWork Commission**

**Mr Paris Nicholls  
Construction, Forestry, Maritime, Mining and Energy Union - Manufacturing Division**

**Mr Scott McNamara  
Visy Pulp and Paper Pty Ltd**

**Ms Alison May Rudman**

**Ms Denise Michelle Campbell-Burns**

**Ms Sophie Beaman**

# DECLARATION OF RESULT

## Protected Action Ballot Order B2023/295 of 31 March, 2023

### Construction, Forestry, Maritime, Mining and Energy Union

v

### Visy Pulp and Paper Pty Ltd

#### BALLOT QUESTIONS

In support of reaching an enterprise agreement with your employer, do you authorise the taking of the following protected industrial action (separately, concurrently and/or consecutively)?

**Q1** An unlimited number of stoppages of the performance of all work for: 1 hour periods, 2 hour periods, 4 hour periods, 8 hour periods, and/or 12 hour periods.

|                     |                                 |                    |                                |
|---------------------|---------------------------------|--------------------|--------------------------------|
| <b>Yes</b><br>Votes | <input type="text" value="57"/> | <b>No</b><br>Votes | <input type="text" value="3"/> |
|---------------------|---------------------------------|--------------------|--------------------------------|

**Q2** An unlimited number of indefinite and/or periodic bans on the performance of one or more of the following types of work:

|                     |                                 |                    |                                |
|---------------------|---------------------------------|--------------------|--------------------------------|
| <b>Yes</b><br>Votes | <input type="text" value="58"/> | <b>No</b><br>Votes | <input type="text" value="2"/> |
|---------------------|---------------------------------|--------------------|--------------------------------|

**(a)** An unlimited number of indefinite or periodic bans on housekeeping and cleaning duties in all or part of the workplace?

**(b)** An unlimited number of indefinite or periodic bans on performing shared duties with maintenance in all or part of the workplace?

**(c)** An unlimited number of indefinite or periodic bans on the preparation and performance of preventative maintenance tasks in all or part of the workplace?

**(d)** An unlimited number of indefinite or periodic bans on quality, production and scheduling paperwork in all or part of the workplace?

**(e)** An unlimited number of indefinite or periodic bans on the performance of work outside of the usual work area or location?

- Q2** Cont... (f) An unlimited number of indefinite or periodic bans on performance of work outside of the specifications of the role for which they were employed?  
 (g) An unlimited number of indefinite or periodic bans on the use of technology such as radios, mobile phones, computers and tablets during work hours for non-safety related purposes?  
 (h) An unlimited number of indefinite or periodic bans on assisting in communication with contractors.  
 (i) An unlimited number of indefinite or periodic bans on performing overtime or extra work hours.  
 (j) An unlimited number of indefinite or periodic bans on call ins.

**Q3** Interrupting or stopping work to attach union and industrial campaign material to outgoing mail and email and adding it to materials and displays.

|            |                                 |           |                                |
|------------|---------------------------------|-----------|--------------------------------|
| <b>Yes</b> | <input type="text" value="57"/> | <b>No</b> | <input type="text" value="3"/> |
| Votes      |                                 | Votes     |                                |

**Q4** An alteration in how you ordinarily perform work by speaking to the public about the industrial action during work related communications.

|            |                                 |           |                                |
|------------|---------------------------------|-----------|--------------------------------|
| <b>Yes</b> | <input type="text" value="56"/> | <b>No</b> | <input type="text" value="4"/> |
| Votes      |                                 | Votes     |                                |

**Q5** An unlimited number of indefinite bans on performing work while not wearing union and industrial campaign clothing, hats, stickers, badges, lanyards and/or signs.

|            |                                 |           |                                |
|------------|---------------------------------|-----------|--------------------------------|
| <b>Yes</b> | <input type="text" value="56"/> | <b>No</b> | <input type="text" value="4"/> |
| Votes      |                                 | Votes     |                                |



Wade Hadley  
 for  
 Australian Election Company  
**Ballot Agent**

19 April, 2023



**STATISTICAL DETAILS**

|   |           |
|---|-----------|
| Total eligible Members/Employees compiled on voter roll | <b>62</b> |
| Number of Passwords issued to Members/Employees         | <b>62</b> |
| Number of Passwords consumed by voters                  | <b>60</b> |

**PASSWORD RECONCILIATION**

|  |           |
|--|-----------|
| Number of Passwords – eligible Member/Employee database      | <b>62</b> |
| <b>Less:</b> number of Passwords consumed by internet voters | <b>60</b> |
| Number of Passwords unconsumed                               | <b>2</b>  |
| Number of Members/Employees who did not vote                 | <b>2</b>  |
| <b>Plus:</b> number of Members/Employees who did vote        | <b>60</b> |
| <b>Total number of eligible voters</b>                       | <b>62</b> |