



Reference: 2022/9916

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

Karen SPINDLER
"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the
Australian Manufacturing Workers' Union (AMWU)
karen.spindler@amwu.org.au

Andrew WOODS
Nestle Australia Limited
andrew.woods@au.nestle.com

Declaration of results - PAB Order: B2022/1197

Pursuant to the Protected Action Ballot Order B2022/1197 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)	402
Postal votes returned by voters	198
Postal votes rejected at the preliminary scrutiny	2
Postal votes admitted to further scrutiny	196
Percentage of postal votes returned*	48.76

*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 Nestle Australia 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 on the performance of all work for an indefinite period of time?	184	11	1
2	An unlimited number of periodic stoppages on the performance of all work?	185	10	1
3	An unlimited number of indefinite and/or period bans on overtime?	187	9	0
4	An unlimited number of indefinite and/or period bans on staggered rest and meal breaks?	186	9	1

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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.
- 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

14/09/2022

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

www.aec.gov.au