

# Declaration of Results



**Australian Manufacturing Workers' Union (AMWU)**

**v**

**Visy Board Pty Ltd and Visy Paper Pty Ltd  
(B2025/1629)**

**Thursday 13th November, 2025 7:00pm AEDT**



**Vero Voting**

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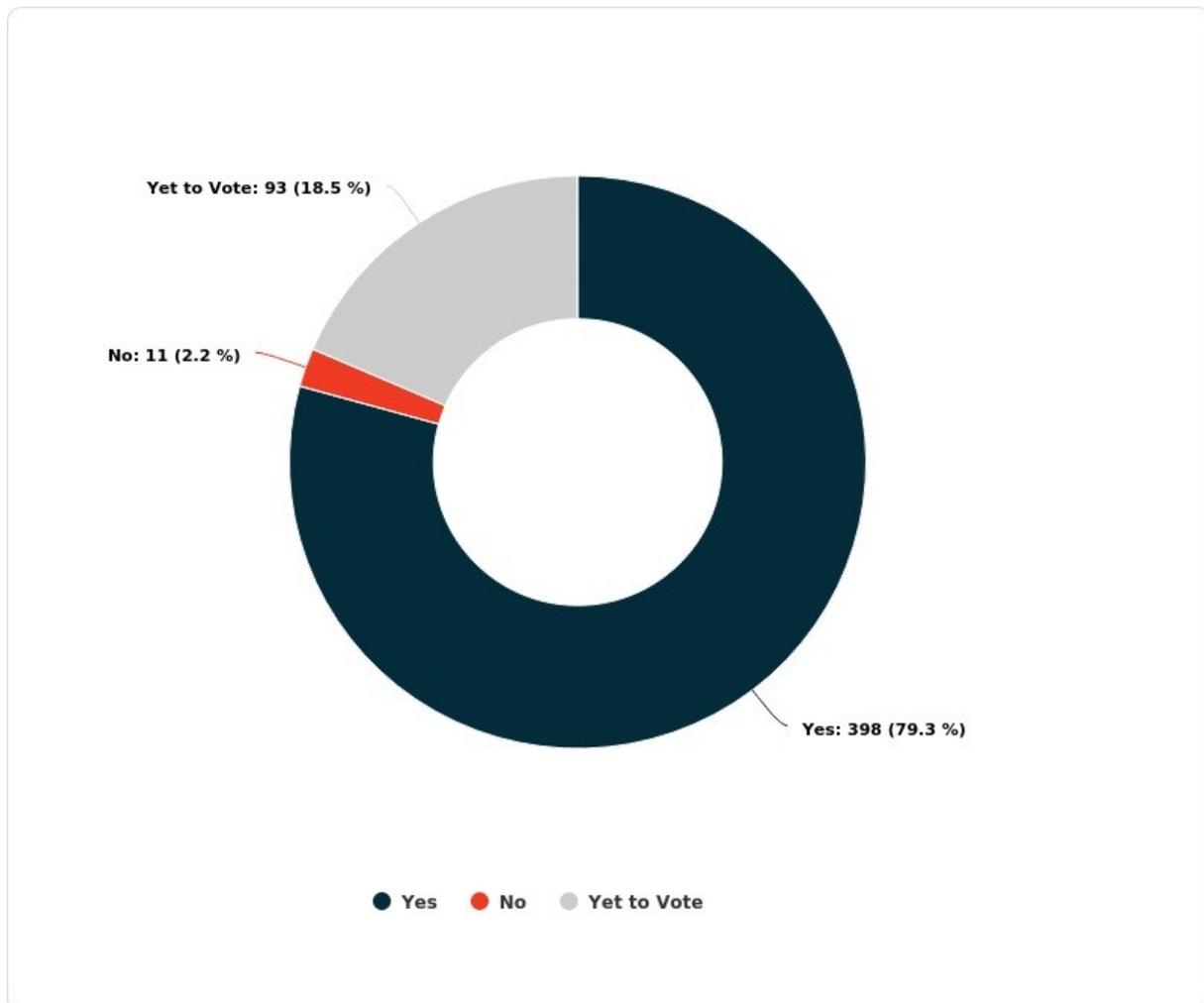
# Voting Results for: AMWU v Visy Board and Visy Paper (PAB B2025/1629)

**Final Vote Audit:** Thursday 13th November, 2025 7:00pm AEDT

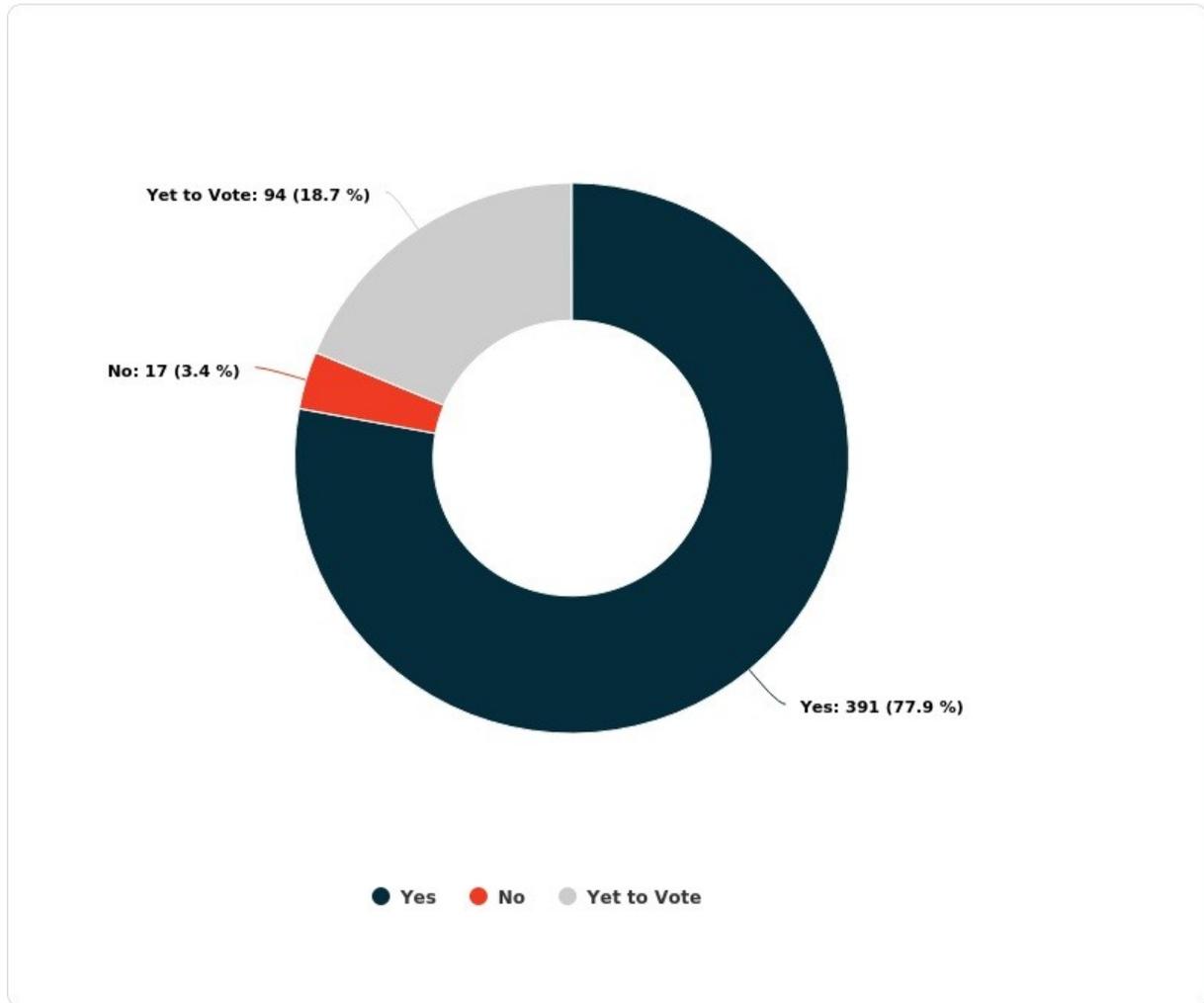
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Total Eligible Voters: 502  
Total Voted: 409

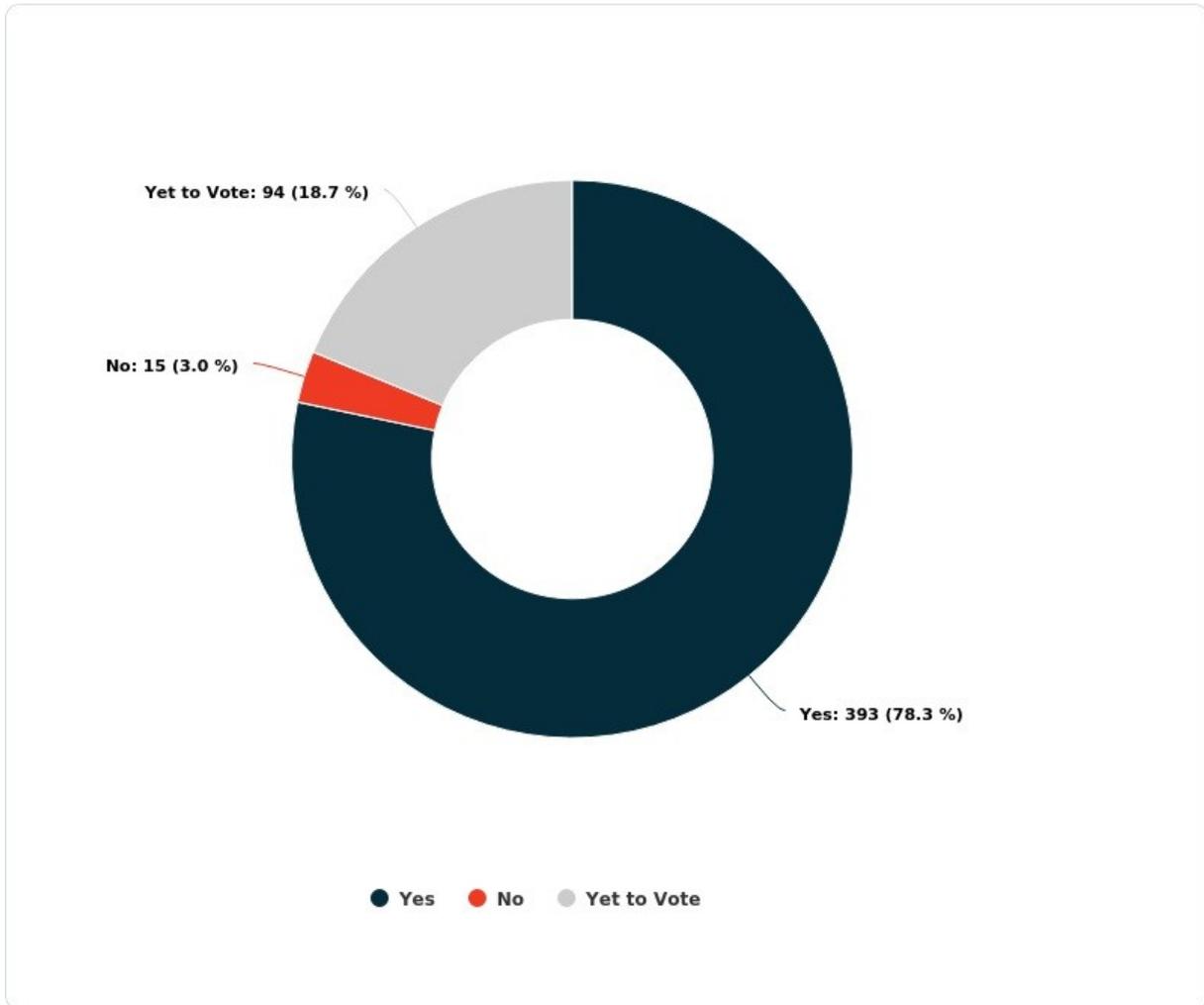
1. An unlimited number of 30 minute stoppages of work?



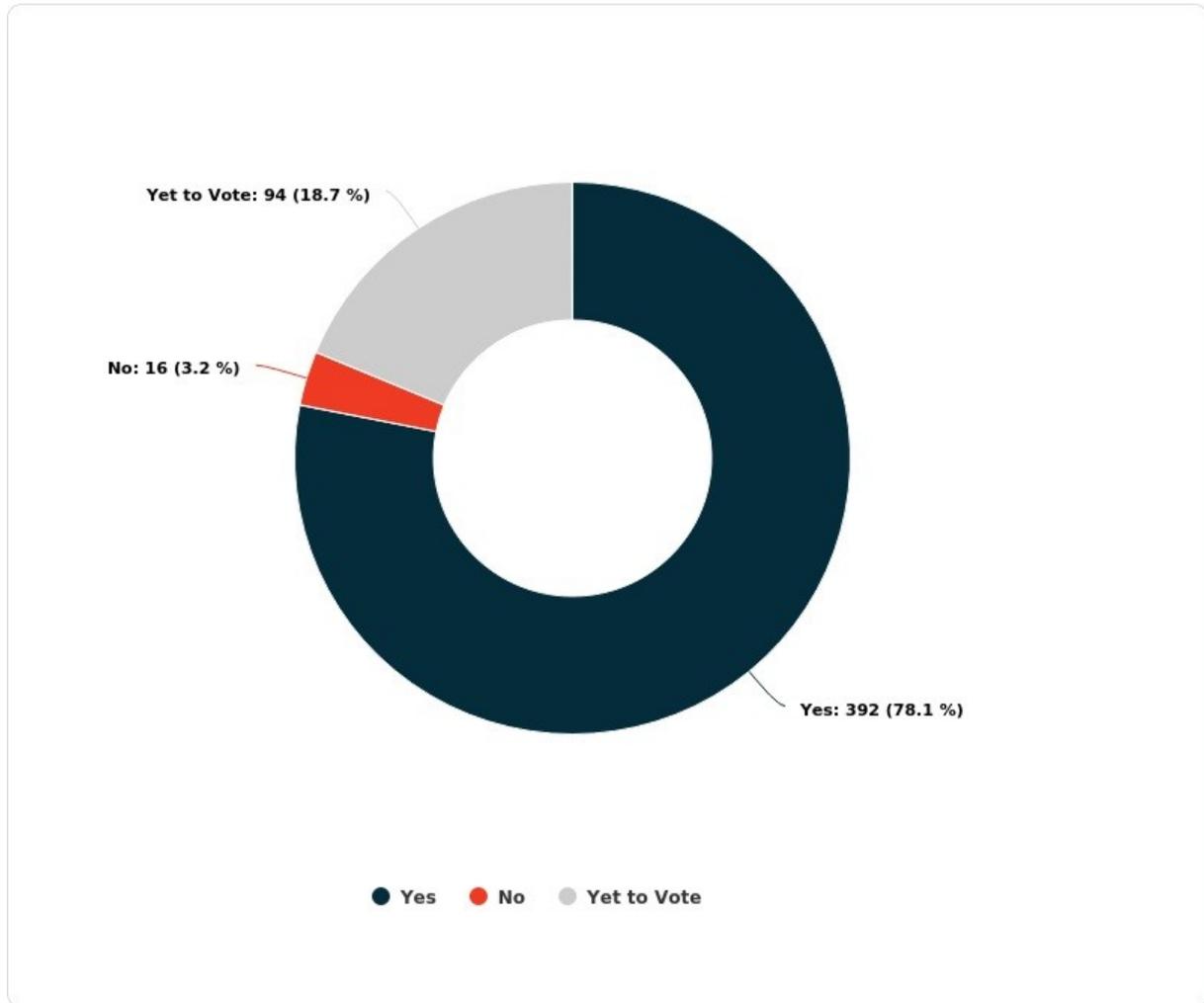
## 2. An unlimited number of 1 hour stoppages of work?



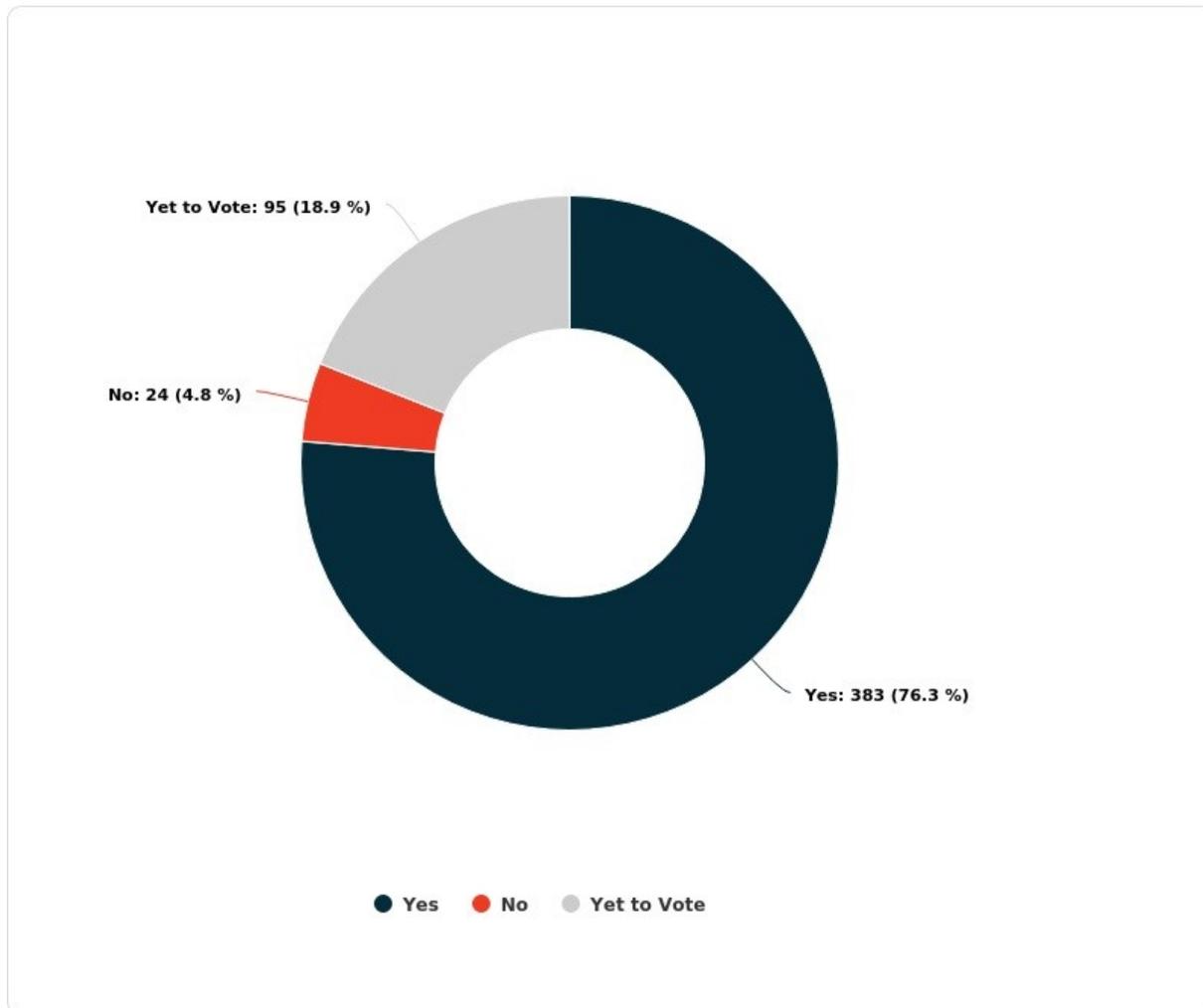
### 3. An unlimited number of 4 hour stoppages of work?



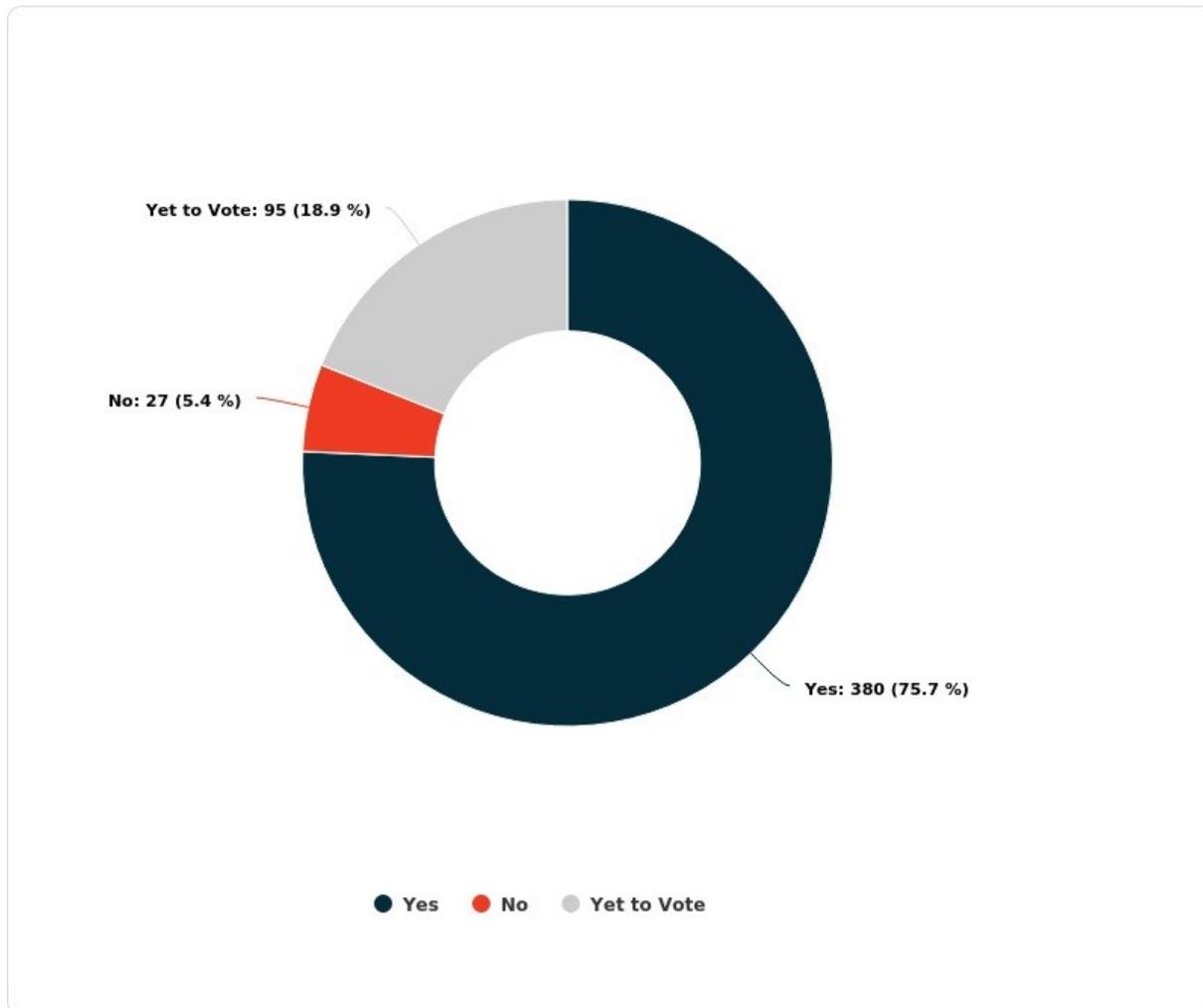
#### 4. An unlimited number of 24 hour stoppages of work?



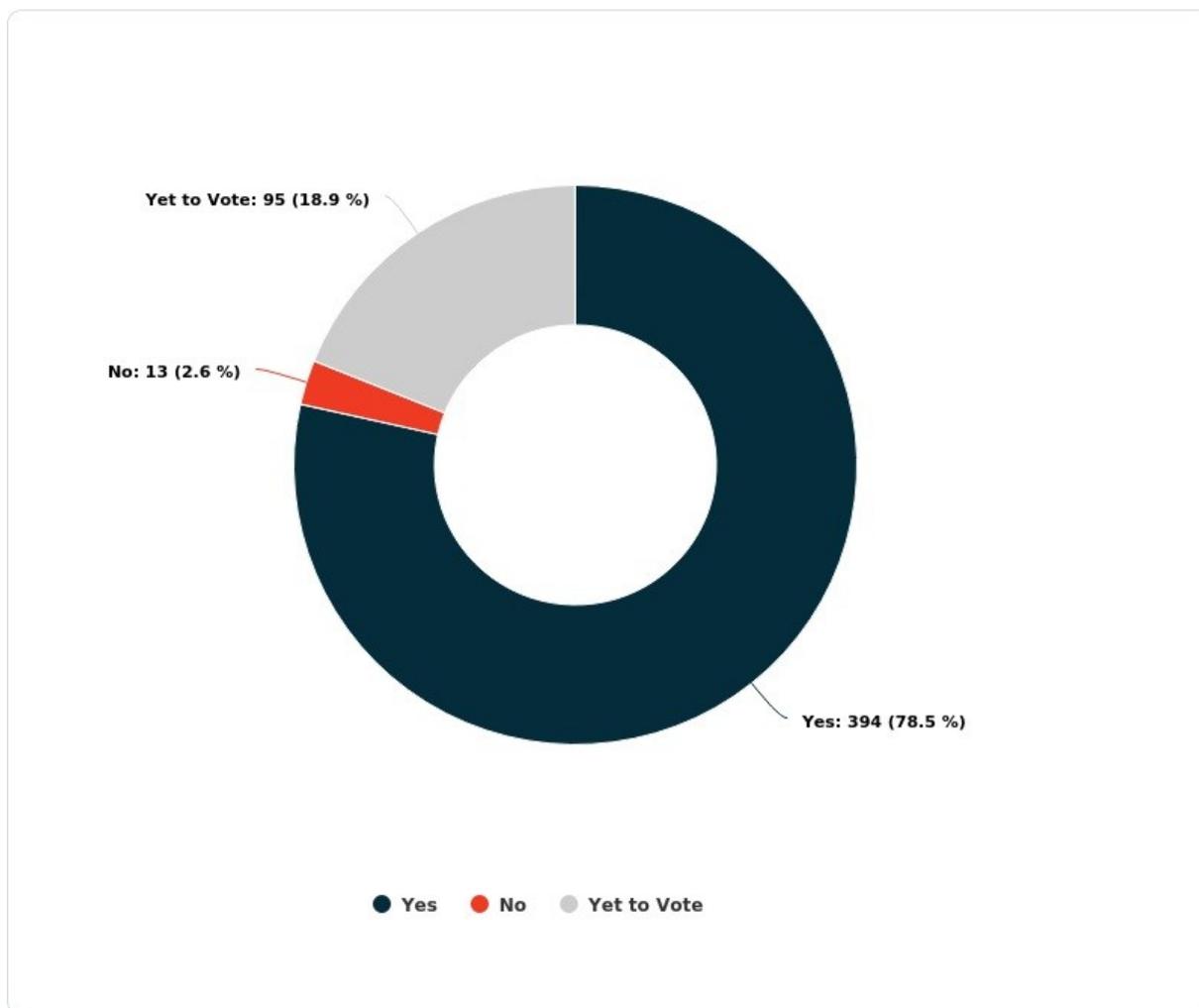
5. An unlimited number of 72 hour stoppages of work?



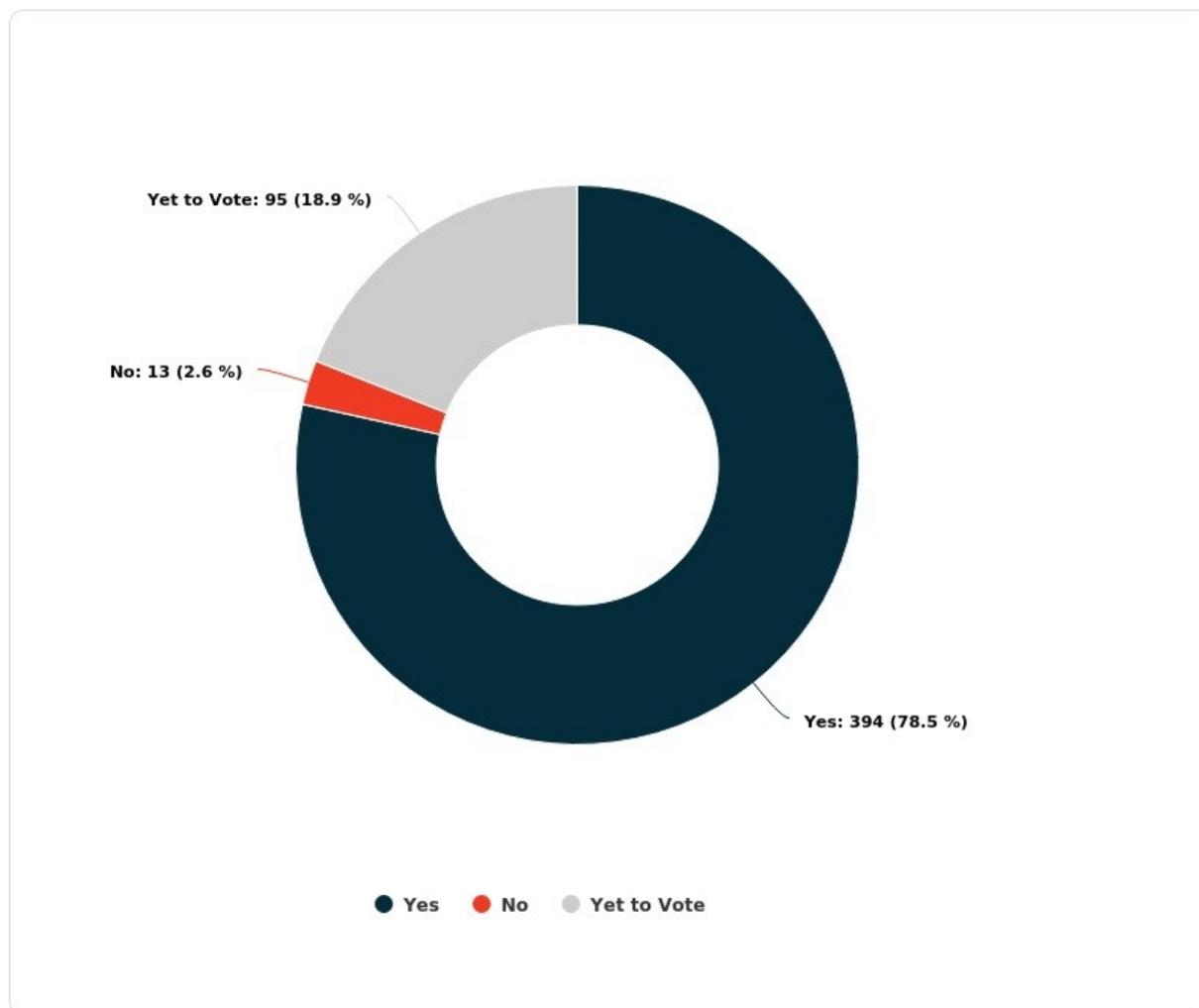
6. An unlimited number of indefinite stoppages of all work?



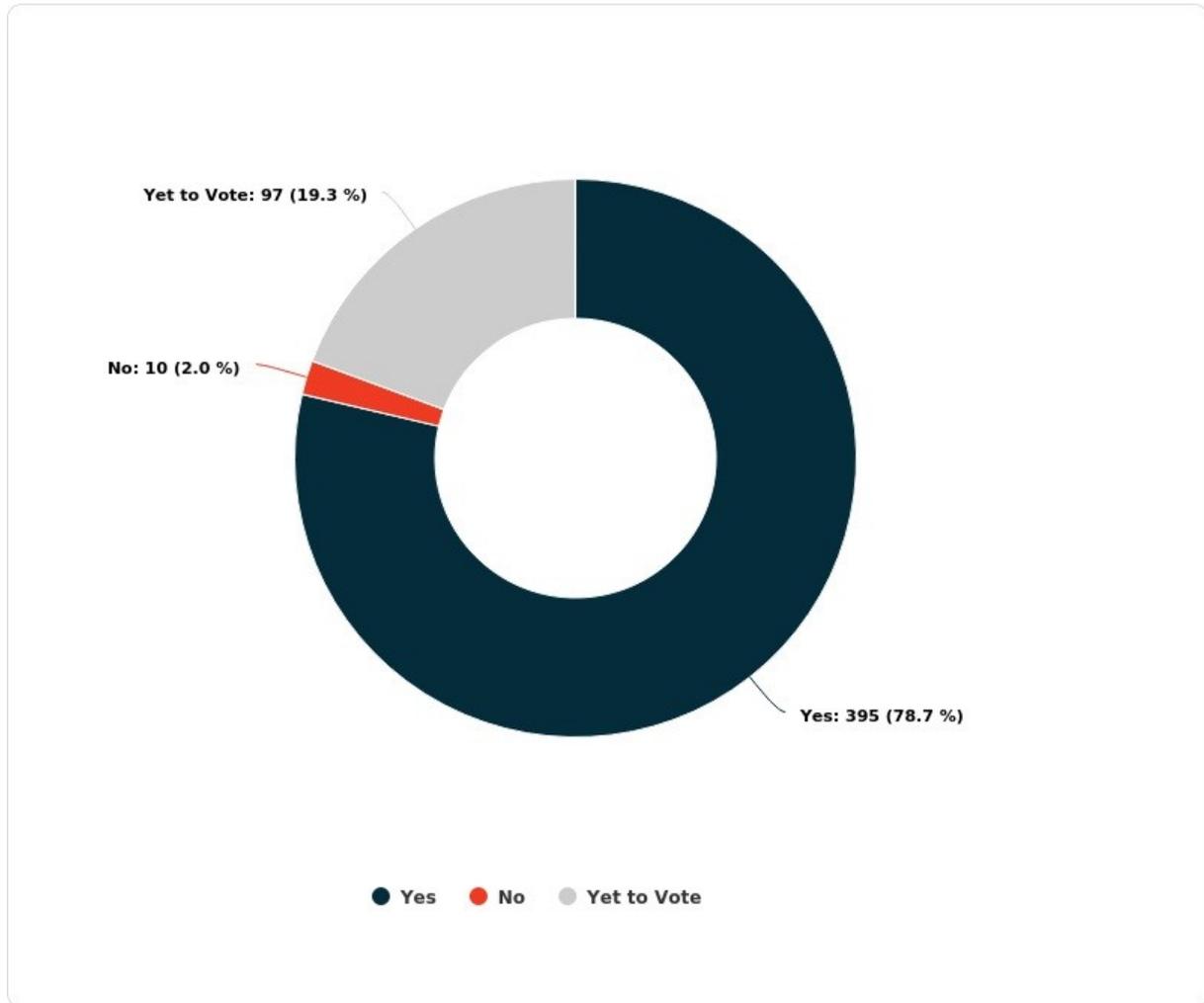
7. An unlimited number of indefinite and/or periodic bans on paperwork and/or digital administration tasks to be carried out.



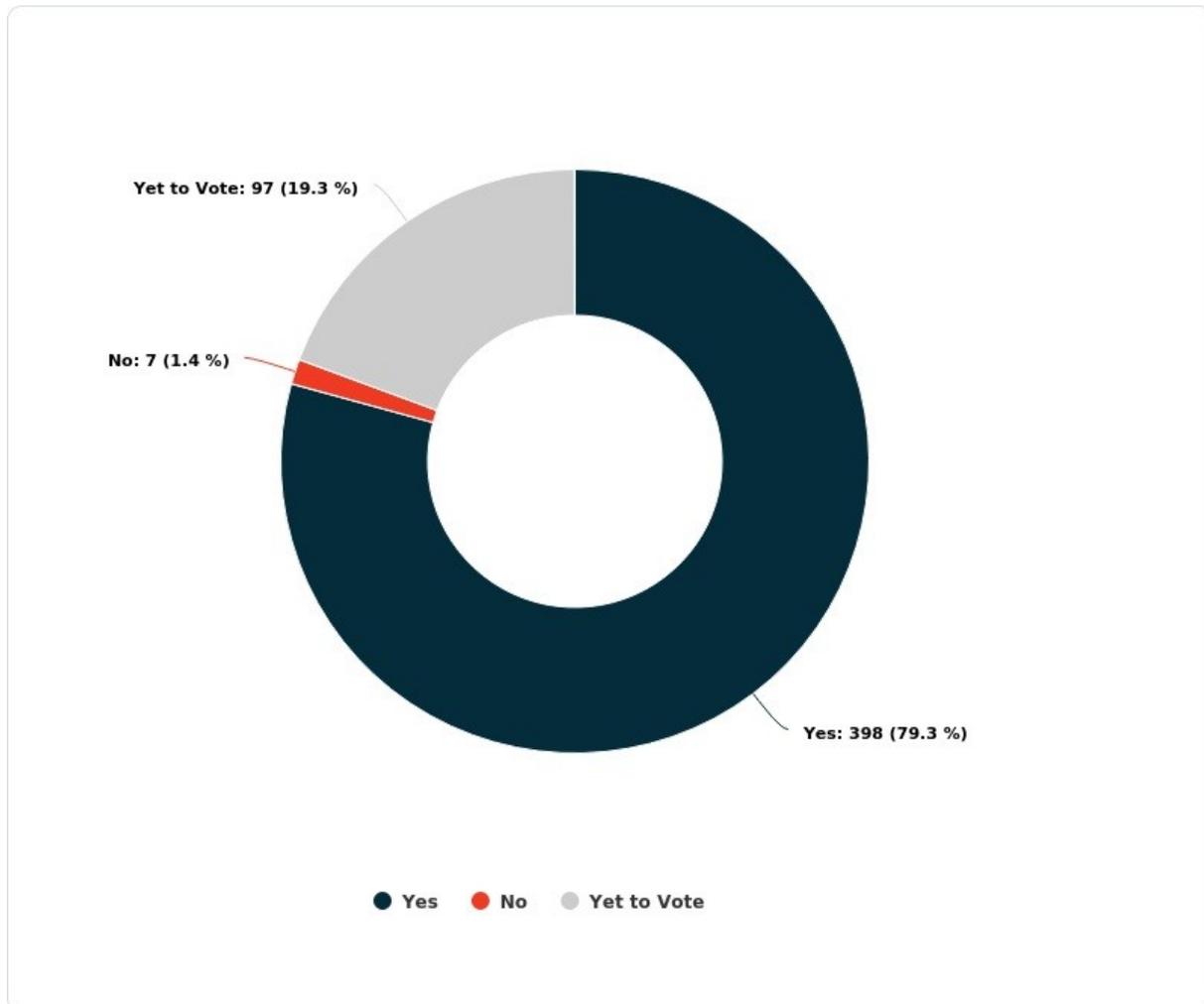
8. An unlimited number of indefinite and/or periodic changes to the way work is performed by obscuring  
with union badged clothing and/or merchandise, the Visy logo on company uniforms?



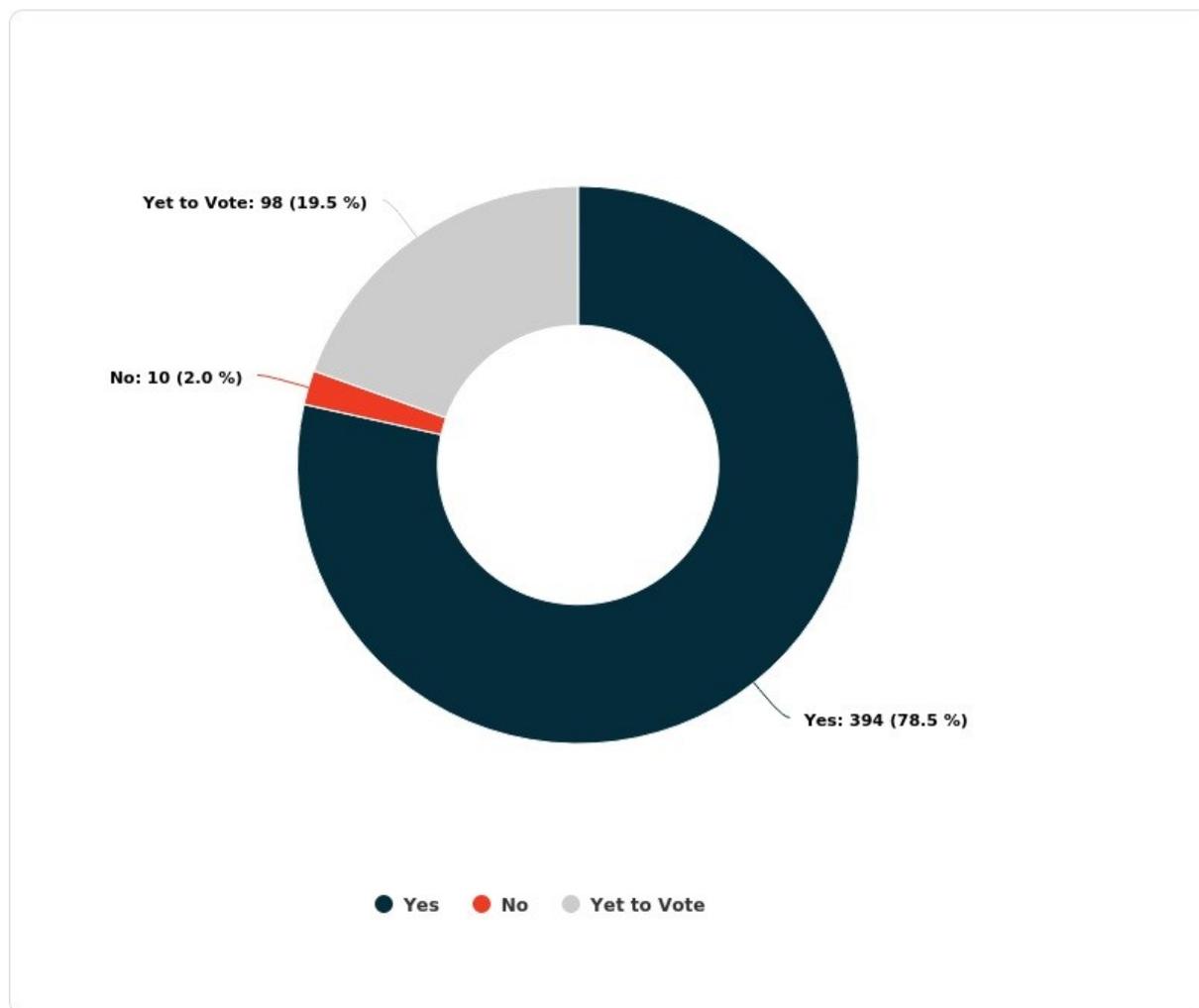
9. An unlimited number of indefinite and/or periodic bans on overtime?



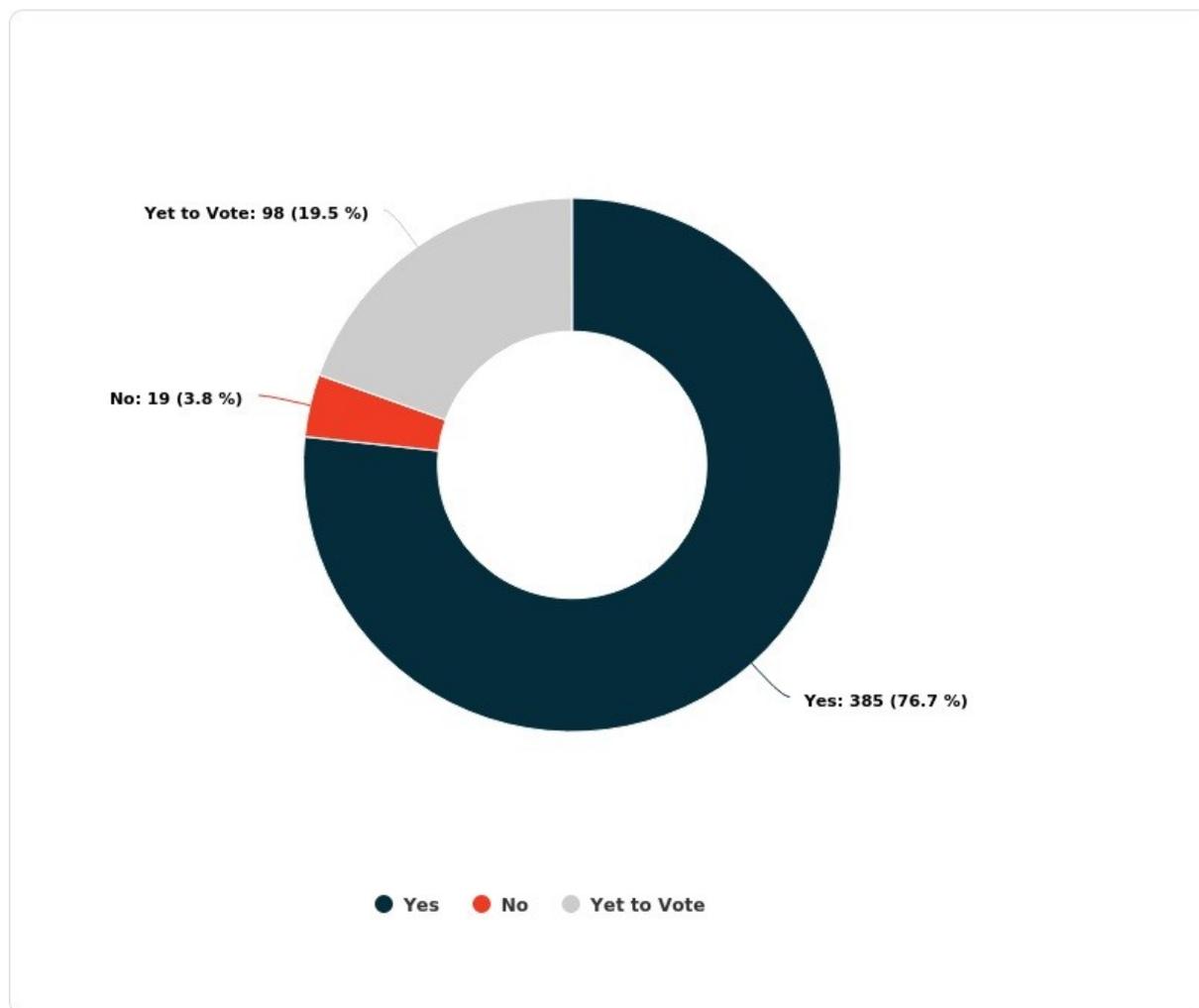
10. An unlimited number of indefinite and/or periodic changes to the way work is performed in the form of a collective cessation of work at the same time to take a unified lunch break, instead of the customary practice of staggered lunch breaks?



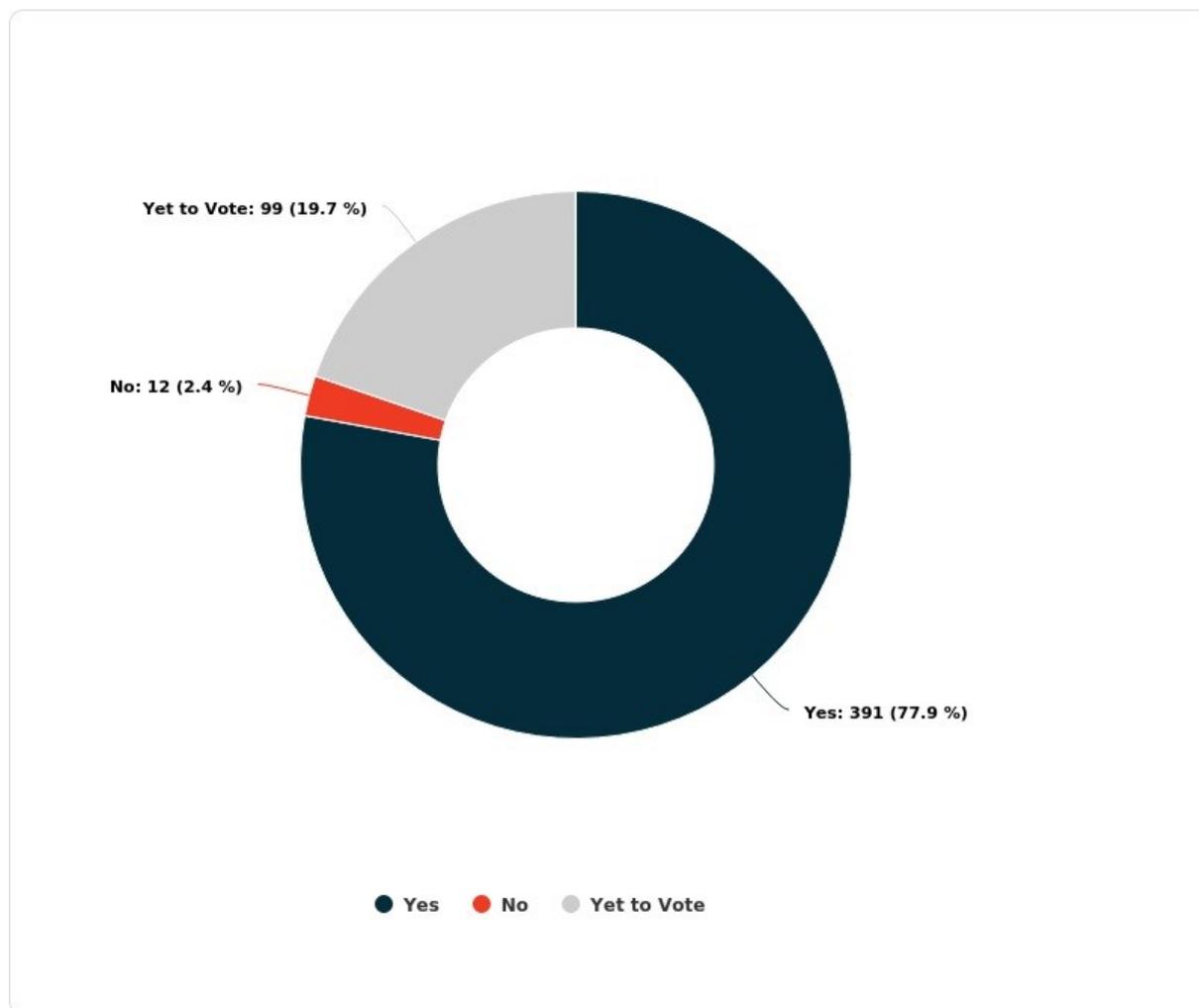
11. An unlimited number of indefinite and/or periodic bans on training, working with, supervising and providing direction to contractors, labour hire workers, casuals and/or new hires?



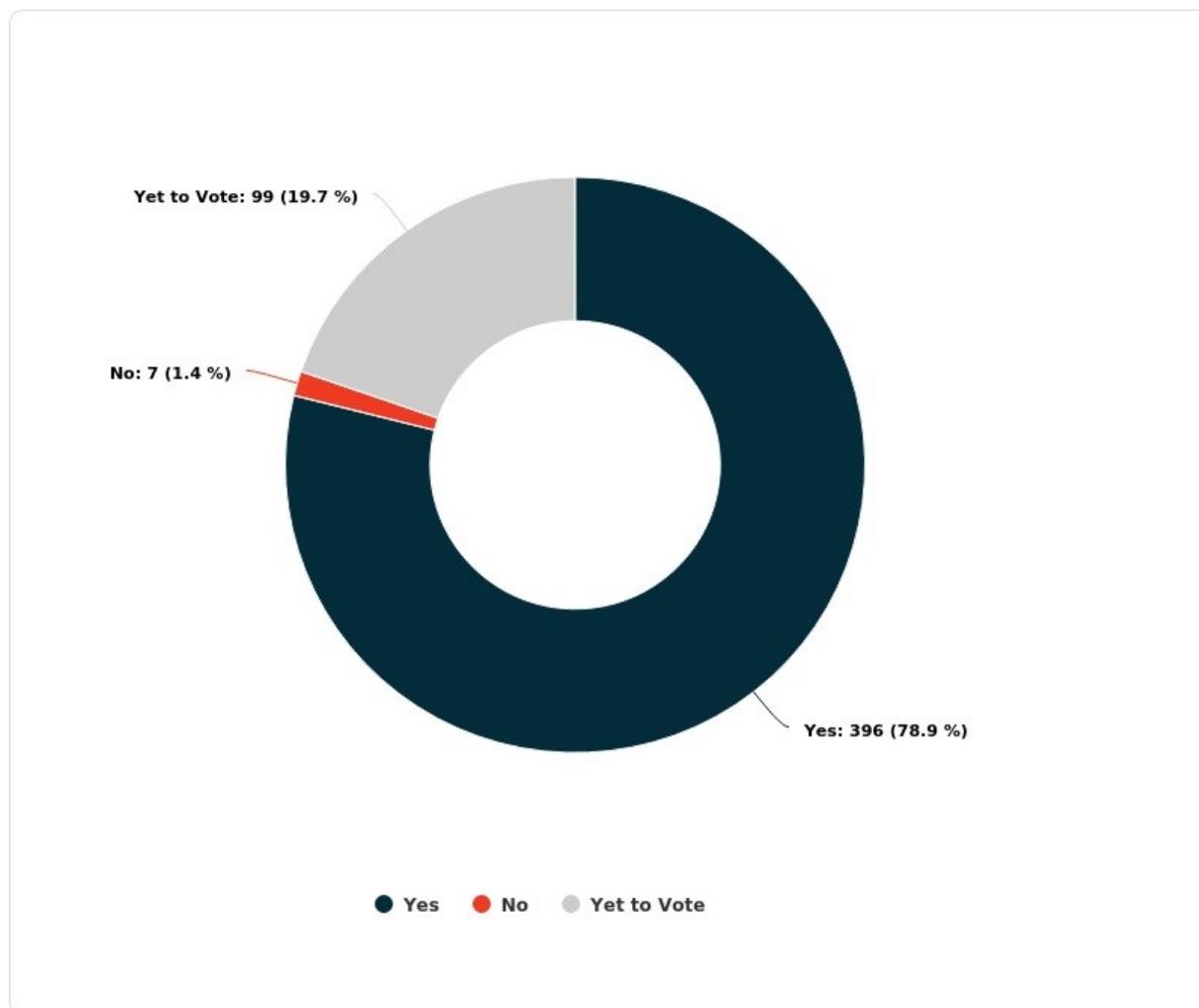
12. An unlimited number of indefinite and/or periodic changes to the way Employees perform work by deliberately reducing the pace that tasks are undertaken to delay the ordinary performance of work?



13. An unlimited number of indefinite and/or periodic changes to the way Employees perform work by working in strict compliance with any or all applicable policies, procedures, standards and rules?

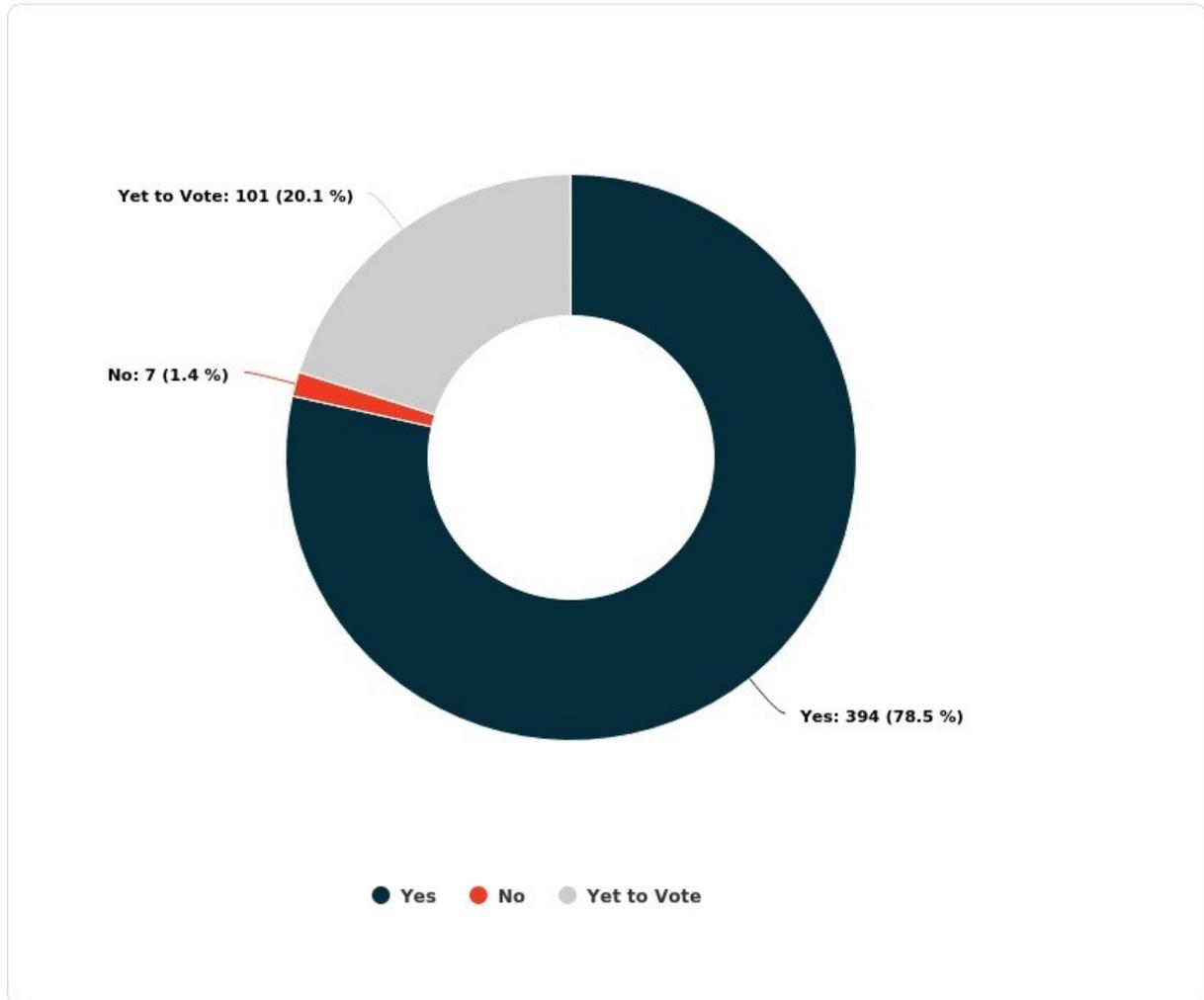


14. An unlimited number of indefinite and/or periodic bans on the use of machines and/or equipment that have not been maintained in accordance with the planned maintenance schedule?





15. An unlimited number of indefinite and/or periodic bans on the use of any specific item(s) of plant and/or equipment, with the plant/equipment to be specified when the Employer is notified of the taking of that industrial action?



# Vero Voting Independence Declaration

The AMWU v Visy Board and Visy Paper (PAB B2025/1629) has been managed and declared independent of Australian Manufacturing Workers' Union (AMWU), Visy Board Pty Ltd and Visy Paper Pty Ltd and Fair Work. No Individual vote has been disclosed to Australian Manufacturing Workers' Union (AMWU), Visy Board Pty Ltd and Visy Paper Pty Ltd or Fair Work

The Protected Action Ballot result has been audited, and the declared result is assured.

Regards,

A handwritten signature in blue ink, appearing to read 'Greg Mitchell', written over a horizontal line.

Greg Mitchell  
**Director,**

## **Vero Engagement and Voting Solutions Pty Ltd**

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