



Reference: 2025/18328

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Declaration of results - PAB Order: B2025/1327

Pursuant to the Protected Action Ballot Order B2025/1327 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)	5
Postal votes returned by voters	4
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	4
Percentage of postal votes returned*	80.00

*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 your employer, do you authorise the taking of 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 of the performance of all work for specified periods of less than 1 hour?	4	0	0
2	An unlimited number of stoppages of the performance of all work for 1 hour?	4	0	0
3	An unlimited number of stoppages of the performance of all work for 4 hours?	4	0	0
4	An unlimited number of stoppages of the performance of all work for 8 hours?	4	0	0

5	An unlimited number of stoppages of the performance of all work for 12 hours?	4	0	0
6	An unlimited number of stoppages of the performance of all work for 24 hours?	4	0	0
7	An unlimited number of stoppages of the performance of all work for unspecified periods?	4	0	0
8	An unlimited number of periodic and indefinite bans on working overtime?	4	0	0
9	An unlimited number of periodic and indefinite bans on responding to and complying with employer requests or directions to state whether you or other employees will engage, or are engaging, in protected industrial action?	4	0	0
10	An unlimited number of periodic and indefinite bans on responding to and complying with employer requests or directions to state whether you or other employees are members of the AWU?	4	0	0
11	An unlimited number of periodic and indefinite bans on the performance of work in locations that are not adorned with placards, posters, banners or flags about or related to enterprise bargaining?	4	0	0
12	An unlimited number of periodic and indefinite bans on supervising other workers including, but not limited to, employees, contractors and contract drivers, on night shifts and/or weekends?	4	0	0
13	An unlimited number of periodic and indefinite bans on issuing safe work permits and any additional clearance certificates?	4	0	0
14	An unlimited number of periodic and indefinite bans performing isolations and/or lockout tagouts including any related documentation?	4	0	0
15	An unlimited number of periodic and indefinite bans on completing weighbridge consignment notes and/or purity records?	4	0	0
16	An unlimited number of periodic and indefinite bans on the performance of all work other than the controlled shutdown of plant and machinery?	4	0	0
17	An unlimited number of periodic and indefinite bans on the performance of all optimisation activities including, but not limited to, utilising advance feed forward and multi variable process control?	4	0	0
18	An unlimited number of periodic and indefinite bans on the operation of the gate intercom and front security gate on night shifts and/or weekends?	4	0	0
19	An unlimited number of periodic and indefinite bans on handling and storing company-supplied milk?	4	0	0
20	An unlimited number of periodic and indefinite bans on leaving the control room to conduct routine rounds, check and inspect plant, and fault find during night shifts and/or weekends?	4	0	0

21	An unlimited number of periodic and indefinite bans on entering switchrooms, motor control rooms, and motor control centres?	4	0	0
22	An unlimited number of periodic or indefinite bans on the production, use and/or handling of specified products or categories of product?	4	0	0
23	An unlimited number of periodic and indefinite bans on identifying and reporting maintenance issues and/or requests?	4	0	0

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, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23.
- The majority of voters who cast a valid vote were against the action set out in question(s) NIL .

Delegate of the Ballot Agent
Australian Electoral Commission

03/10/2025

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