



Reference: 2022/7659

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

Pareen MINHAS
United Workers' Union
Pareen.minhas@unitedworkers.org.au

Georgina BOUMELHEM
Givaudan Australia Pty Limited
georgina.boumelhem@givaudan.com

Declaration of results - PAB Order: B2022/469

Pursuant to the Protected Action Ballot Order B2022/469 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)	25
Postal votes returned by voters	22
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	22
Percentage of postal votes returned*	88.00

*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 Givaudan Australia Pty 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 stoppages of work of 4 hours duration?	22	0	0
2	An unlimited number of stoppages of work of 24 hour duration?	22	0	0
3	An unlimited number of stoppages of work of indefinite duration?	22	0	0
4	An unlimited number of bans on overtime of indefinite duration?	22	0	0
5	An unlimited number of bans on the loading of trucks	22	0	0

	of indefinite duration?			
6	An unlimited number of bans on the unloading of trucks of indefinite duration?	22	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.
- 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

06/07/2022

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

www.aec.gov.au