

Reference: 2022/11725

The General Manager
 Fair Work Commission
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 Melbourne VIC 3000
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John SHORT

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)
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Declaration of results - PAB Order: B2022/1442

Pursuant to the Protected Action Ballot Order B2022/1442 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)	4
Postal votes returned by voters	3
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	3
Percentage of postal votes returned*	75.00

*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 wish to organise and/or engage in the following protected industrial action against your employer, which is authorised by this ballot with at least three (3) working days of written notice, separately, concurrently and/or consecutively:

	Question	Yes	No	Informal
1	Indefinite or periodic bans on travel outside the normal spread hours (7.00 a.m. to 6.00 p.m., Monday to Friday inclusive)?	3	0	0
2	Indefinite or periodic bans on the performance of a task or duty that requires travel beyond the employee's normal place of work or that requires travel to an alternative work location?	3	0	0
3	Indefinite or periodic bans on the performance of any work outside the normal spread hours (7.00 a.m. to 6.00 p.m., Monday to Friday inclusive)?	3	0	0
4	Indefinite or periodic bans on the performance of more than 7.5 hours work in one day?	3	0	0

5	Indefinite or periodic bans on the performance of overtime or accrual of flex time?	3	0	0
6	Indefinite or periodic bans on the submission of times on the 'Changepoint' software?	3	0	0
7	Indefinite or periodic bans on the use of 'Changepoint' software or other time recording system?	3	0	0
8	Indefinite or periodic bans on attendance at Hydro Tasmania or Entura meetings relating to protected action?	3	0	0
9	Indefinite or periodic bans on contingency planning relating to any protected action at Hydro Tasmania or Entura?	3	0	0
10	Indefinite or periodic bans on contingency planning relating to the Enterprise Bargaining Negotiation at Entura?	3	0	0
11	Indefinite or periodic bans on attendance at meetings?	3	0	0
12	Indefinite or periodic bans on the reading of emails?	3	0	0
13	Indefinite or periodic bans on responding to emails?	3	0	0
14	Indefinite or periodic bans on answering phone calls?	3	0	0
15	Change of profile picture and or background in video meeting programs to a message regarding industrial action and/or the staff negotiation position?	3	0	0
16	The imposition of a ban, for a specified period, including indefinitely, on conduct of work for Hydro Tasmania?	3	0	0
17	The imposition of a ban, for a specified period, including indefinitely, on conduct of work for or related to the 'Battery of the Nation' project?	3	0	0
18	The imposition of a ban, for a specified period, including indefinitely, on conduct of work to fill in for, or otherwise replace staff conducting industrial action?	3	0	0
19	Stoppage of work for a period of 1 hour, including consecutive stoppages?	3	0	0
20	Stoppage of work for a period of 4 hours, including consecutive stoppages?	3	0	0
21	Indefinite or periodic 24 hour stoppages of work, including consecutive stoppages?	3	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.
- 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

02/11/2022

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