



**Automotive, Food, Metals, Engineering,
Printing and Kindred Industries Union known
as the Australian Manufacturing Workers'
Union (AMWU)**

v

**Rio Tinto Aluminum Limited T/A Rio Tinto
Alcan Gove
(B2022/1473)**

Protected Action Ballot Final Report



The General Manager
Fair Work Commission
Level 11, 80 William Street,
East Sydney, NSW, 2011
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Mr Rohan Webb
"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian
Manufacturing Workers' Union (AMWU)
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Mr Ben Quinn
Rio Tinto Aluminum Limited T/A Rio Tinto Alcan Gove
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Voting Process

The proposed Protect Action Ballot of employees of Rio Tinto Alcan Gove was conducted via IRIQ's proprietary system.

Voting opened at 07.00 am on the 5th Day of October 2022 and closed at 09.45 am on the 10nd day of October 2022

Declaration of results - PAB Order: B2022/1473

Pursuant to the Protected Action Ballot Order B2022/1473 issued by the Fair Work Commission, the Balloting Division of IRIQ Law 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)	58
Electronic votes returned by voters	41
Percentage of electronic votes	71%

The further scrutiny has been conducted. The table below provides the results for each question put to the employees.

	Question	Yes	No
1	An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of one (1) hour?	39	2
2	An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of four (4) hours?	39	2
3	An unlimited number of stoppages of work, including consecutive stoppages of work, a period of twelve (12) hours?	36	5
4	An unlimited number of indefinite or periodic bans on the performance of overtime?	38	3
5	An unlimited number of indefinite or periodic bans on the performance of mechanical or electrical isolations (unless in emergency situations)?	39	2
6	An unlimited number of indefinite or periodic bans on the performance of creating or issuing permits (unless in emergency situations)?	39	2
7	An unlimited number of indefinite or periodic bans on holding permits (unless in emergency situations)?	39	2
8	An unlimited number of indefinite or periodic bans on acting in staff roles on temporary assignment?	39	2
9	An unlimited number of stoppages of work, including consecutive stoppages of work, a period of five (5) minutes in duration in order to distribute information to the public and the media in the form of a link to a 'Rio Tinto – we want a better deal' website on all emails?	40	1


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.
- The number of voters who cast a valid vote and were against the action set out in question(s) is NIL.

Certification

I, Faiyaz Hameed Devjee, certify that the contents of this document are an accurate, true and correct report on the ballot conducted as detailed.

Declared at Brisbane at 01.15 pm on 10 October 2022.



J.P. (Qual.) 130060