



Reference: qA364119

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2022/1446

Pursuant to the Protected Action Ballot Order B2022/1446 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)	28
Postal votes returned by voters	11
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	11
Percentage of postal votes returned*	39.29

*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 Rio Tinto Aluminium Limited T/A Rio Tinto Alcan Gove, do you endorse the taking of any and all of the following protected industrial action against your employer which is authorised by this ballot, separately concurrently and/or consecutively in the form of:

	Question	Yes	No	Informal
1	An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of one (1) hour?	9	2	0

2	An unlimited number of stoppages of work, including consecutive stoppages of work, for a period of four (4) hours?	10	1	0
3	An unlimited number of stoppages of work, including consecutive stoppages of work, a period of twelve (12) hours?	9	2	0
4	An unlimited number of indefinite or periodic bans on the performance of overtime?	10	1	0
5	An unlimited number of indefinite or periodic bans on the performance of mechanical or electrical isolations (unless in emergency situations)?	10	1	0
6	An unlimited number of indefinite or periodic bans on the performance of creating or issuing permits (unless in emergency situations)?	10	1	0
7	An unlimited number of indefinite or periodic bans on holding permits (unless in emergency situations)?	10	1	0
8	An unlimited number of indefinite or periodic bans on acting in staff roles on temporary assignment?	10	1	0
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?	9	2	0

I declare that:

- The requisite number of voters (at least 50%) voting in the protected action ballot was not 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 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

09/11/2022

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