



Reference: 2022/12295

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

Shara TEO
United Workers' Union
shara.teo@unitedworkers.org.au

Gavin KRYGGER
Alto Manufacturing Pty Ltd
Gavin.krygger@pactgroup.com

Declaration of results - PAB Order: B2022/1566

Pursuant to the Protected Action Ballot Order B2022/1566 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)	22
Postal votes returned by voters	19
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	18
Percentage of postal votes returned*	81.82

*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 Alto Manufacturing Pty Ltd, 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 bans on checking the vision system?	17	1	0
2	An unlimited number of bans of attending machine breakdowns?	17	1	0
3	An unlimited number of bans of indefinite duration on data entry for the in-touch and team assurance systems?	17	1	0
4	An unlimited number of bans on transporting finished goods to the warehouse?	17	1	0
5	An unlimited number of stoppages of work of 1 hour duration?	17	1	0
6	An unlimited number of stoppages of work of 4 hours duration?	17	1	0
7	An unlimited number of stoppages of work of 24 hours duration?	18	0	0
8	An unlimited number of stoppages of work of indefinite duration?	18	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.
- The majority of voters who cast a valid vote were against the action set out in question(s) .

Kaye Bartlett
Returning Officer
Delegate of the Ballot Agent
Australian Electoral Commission

24/11/2022

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

www.aec.gov.au