



Reference: 2023/6546

The General Manager
Fair Work Commission
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Declaration of results - PAB Order: B2023/816

Pursuant to the Protected Action Ballot Order B2023/816 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)	35
Postal votes returned by voters	20
Postal votes rejected at the preliminary scrutiny	1
Postal votes admitted to further scrutiny	19
Percentage of postal votes returned*	54.29

*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 Bega Dairy and Drinks Pty Ltd, do you endorse the taking of the following actions separately, concurrently or consecutively:

	Question	Yes	No	Informal
1	An unlimited number of indefinite bans on the working of overtime?	18	1	0
2	An unlimited number of stoppages of work for 1 hour?	17	0	2
3	An unlimited number of stoppages of work for 2 hours?	17	0	2
4	An unlimited number of stoppages of work for 4 hours?	19	0	0
5	An unlimited number of stoppages of work for 8 hours?	17	0	2

6	An unlimited number of stoppages of work for 24 hours?	16	1	2
7	An unlimited number of stoppages of work for 48 hours?	16	1	2
8	An unlimited number of stoppages of work for seven days?	16	1	2
9	An unlimited number of indefinite stoppages of work?	18	0	1
10	An indefinite ban on the performance of work unless wearing UWU branded personal protective equipment?	15	2	2
11	An indefinite ban on the performance of work unless UWU badges or stickers in addition to the required uniform?	15	2	2
12	An unlimited number of periodic or indefinite partial work bans?	18	0	1
13	An unlimited number of bans on the loading of trucks for an indefinite duration?	19	0	0
14	An unlimited number of bans on the unloading of trucks for an indefinite duration?	18	0	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, 10, 11, 12, 13, 14.
- The majority of voters who cast a valid vote were against the action set out in question(s) N/A.

Delegate of the Ballot Agent
Australian Electoral Commission
21/09/2023

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