



Reference: 2023/8932

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

Karen SPINDLER
"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the
Australian Manufacturing Workers' Union (AMWU)
karen.spindler@amwu.org.au

Steve HORVAT
The Trustee for Horvat Family Trust T/A Sava Engineering Pty Ltd
steve@sava.com.au

Declaration of results - PAB Order: B2023/1060

Pursuant to the Protected Action Ballot Order B2023/1060 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)	8
Postal votes returned by voters	2
Postal votes rejected at the preliminary scrutiny	0
Postal votes admitted to further scrutiny	2
Percentage of postal votes returned*	25.00

*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 The Trustee for Horvat Family Trust T/A Sava Engineering 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 stoppages of work for the duration of 1 hour?	1	1	0
2	An unlimited number of stoppages of work for the duration of 2 hours?	1	1	0
3	An unlimited number of stoppages of work for the duration of 3 hours?	1	1	0
4	An unlimited number of stoppages of work for the duration of 4 hours?	2	0	0

5	An unlimited number of stoppages of work for the duration of 12 hours?	1	1	0
6	An unlimited number of indefinite and/ or periodic bans on overtime?	2	0	0
7	An unlimited number of indefinite and/or periodic bans on call backs?	2	0	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) 4, 6, 7.
- For question(s) 1, 2, 3, 5, a majority was not reached as there were an equal number of votes for and against the action.

Delegate of the Ballot Agent
Australian Electoral Commission
15/11/2023

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

www.aec.gov.au