



Reference: 2022/14142

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#### Declaration of results - PAB Order: B2022/1834

Pursuant to the Protected Action Ballot Order B2022/1834 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)	44
Postal votes returned by voters	35
Postal votes rejected at the preliminary scrutiny	3
Postal votes admitted to further scrutiny	32
Percentage of postal votes returned*	72.73

\*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 ITW Australia 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 indefinite or periodic bans on the operation of forklifts?	31	1	0
2	An unlimited number of bans on all data collection and/or data entry and/or paperwork of indefinite duration?	31	1	0
3	An unlimited number of bans on overtime of an indefinite duration?	31	1	0
4	An unlimited number of bans on the loading of trucks of indefinite duration?	31	1	0

5	An unlimited number of bans on the unloading of trucks of indefinite duration?	31	1	0
6	An unlimited number of stoppages of work of up to 1 hour's duration for the purposes of speaking to the media about the reasons for industrial action?	30	2	0
7	An unlimited number of bans on the training of employees and/or contractors?	30	2	0
8	An unlimited number of bans on attending meetings with managers and key stakeholders?	30	2	0
9	An unlimited number of indefinite or period bans on the performance of work without a union badge or sticker attached to an employee's prescribed uniform?	31	1	0
10	An unlimited number of stoppages of work of 15 minutes duration?	31	1	0
11	An unlimited number of stoppages of work of up to 2 hours duration?	31	1	0
12	An unlimited number of stoppages of work of up to 4 hours duration?	31	1	0
13	An unlimited number of stoppages of work of up to 8 hours duration?	30	2	0
14	An unlimited number of stoppages of work of up to 12 hours duration?	30	2	0
15	An unlimited number of stoppages of work of up to 24 hours duration?	30	2	0
16	An unlimited number of stoppages of work of up to 48 hours duration?	29	3	0
17	An unlimited number of stoppages of work of up to 72 hours duration?	29	3	0
18	An unlimited number of stoppages of work of indefinite duration?	30	2	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, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18.
- 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

01/02/2023

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