



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Transport Workers' Union of Australia

v

**Menzies Aviation (Australia) Pty Ltd T/A Menzies
Aviation Group (Australia) Pty Ltd
(B2023/917)**

19 September 2023

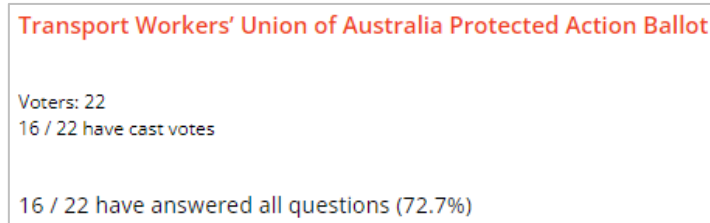
1. Ballot Result

Total Eligible Voters: 22
Total Participated: 16

16 out of 22 have answered all questions 72.7%

Final Ballot Audit: Tuesday, 19 September 2023 at 12.05pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Transport Workers' Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Transport Workers' Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

1. An unlimited number of periodic or indefinite bans on the working of overtime?

■ Yes - 16 (100%)

■ No - 0 (0%)



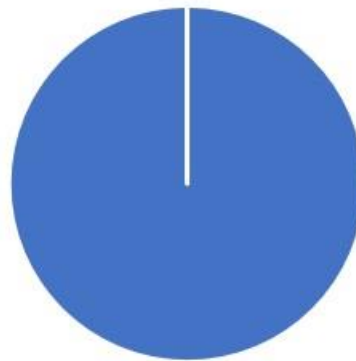
Question 2

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

2. An unlimited number of stoppages of work for 2 hours?

■ Yes - 16 (100%)

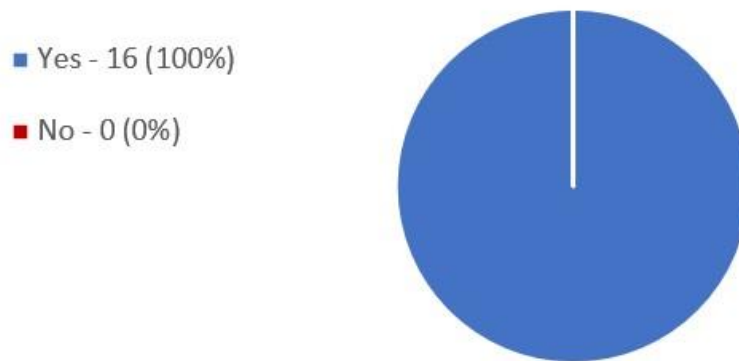
■ No - 0 (0%)



Question 3

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

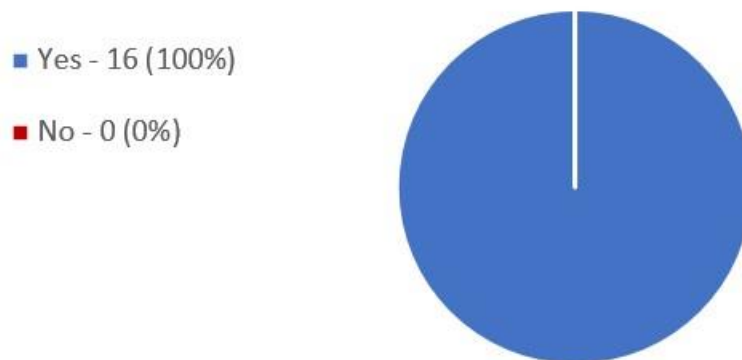
3. An unlimited number of stoppages of work for 4 hours?



Question 4

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

4. An unlimited number of stoppages of work for 8 hours?



Question 5

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

5. An unlimited number of stoppages of work for 24 hours?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 6

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

6. A ban on the performance of work unless wearing badges and/or hats and/or face masks with TWU branding and or TWU EBA campaign messages and or High Visibility clothing instead of, or in addition to the employer's uniform either periodically or indefinitely?

■ Yes - 16 (100%)

■ No - 0 (0%)



Question 7

In support of reaching an enterprise agreement with your employer, do you support the taking of protected industrial action against your employer which involve one or more of the following taken separately or consecutively:

7. A ban on the performance of work unless not wearing uniforms?

■ Yes - 16 (100%)

■ No - 0 (0%)





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