



Ballot Report

# B2023/881 Protected Action Ballot

Australian Federation of Air Pilots

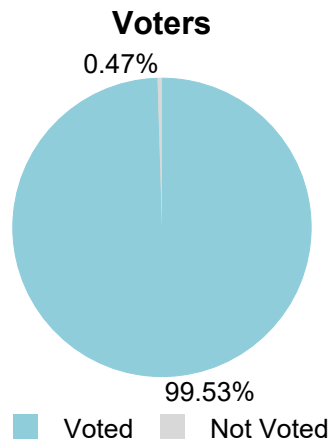
6 September 2023 to 25 September 2023

## Ballot Report

The following ballot report is for B2023/881 Protected Action Ballot conducted by TrueVote on behalf of Australian Federation of Air Pilots. The ballot was live from 6/9/23 8:00 AM AWST to 25/9/23 5:00 PM AWST.

### Voter Roll

The voter roll for the ballot consisted of 211 registered voters. 210 voters responded to the ballot notification sent out by TrueVote.



### Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Western Australia Time.

B2023/881 Protected Action Ballot

<b>Subject</b>	<b>Date</b>	<b>Type</b>	<b>Event</b>
Notice of - B2023/881 Protected Action Ballot	5/9/23 8:00 AM	Email	Generic
Vote Open - B2023/881 Protected Action Ballot	6/9/23 8:00 AM	Email	Voting open
SMS Reminder	7/9/23 12:00 PM	SMS	Voting reminder
Vote Reminder - B2023/881 Protected Action Ballot	14/9/23 8:00 AM	Email	Voting reminder
SMS Reminder	14/9/23 12:00 PM	SMS	Voting reminder
Vote Reminder - B2023/881 Protected Action Ballot	21/9/23 8:00 AM	Email	Voting reminder
Vote Reminder - B2023/881 Protected Action Ballot	25/9/23 8:00 AM	Email	Voting reminder

In support for, or in order to advance claims in relation to, the proposed enterprise agreement with Network Aviation Pty Ltd (Network Aviation) do you endorse the taking of any or all protected industrial action against Network Aviation, which is authorised by this ballot in the form of the following:

1. An unlimited number of indefinite or periodic bans on working on any of the following days:

- a. rostered days off
- b. UA or any duty free days
- c. non-work days for part time employees
- d. annual leave days, and
- e. long service leave days

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

2. An unlimited number of indefinite or periodic bans on accepting or performing any extensions to rostered duty periods, this includes prior to or after the start of a rostered duty period?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

3. An unlimited number of indefinite or periodic bans on accepting any duties outside any reserve period, with the reserve period being treated as a re-assignable reserve period?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

4. An unlimited number of indefinite or periodic bans on answering any phone calls from crewing unless on a rostered duty or during a reserve period?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

5. An unlimited number of indefinite or periodic bans on signing on earlier than 90 minutes after being called in off any reserve period or reassigned reserve period?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

6. An unlimited number of indefinite or periodic bans on accepting or acknowledging any duty changes on IFlightNeo?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	206	97.63%	98.10%
NO	4	1.90%	1.90%

7. An unlimited number of indefinite or periodic bans on departing any port with an aircraft with an MEL or CDL applied?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	202	95.73%	96.19%
NO	8	3.79%	3.81%

8. An unlimited number of indefinite or periodic bans on completing of any work tasks or functions on iPads except during the period from sign-on to sign-off for a rostered flight duty?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

9. An unlimited number of indefinite or periodic bans on conducting pre-flight duties prior the normal sign-on time for a flight duty period?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	209	99.05%	99.52%
NO	1	0.47%	0.48%

10. An unlimited number of indefinite or periodic bans on using flex takeoff for all takeoffs?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	204	96.68%	97.14%
NO	6	2.84%	2.86%

11. An unlimited number of indefinite or periodic bans on conducting a visual approach when an instrument approach is available?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	207	98.10%	98.57%
NO	3	1.42%	1.43%

12. An unlimited number of indefinite or periodic bans on pilots submitting delay reports?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	207	98.10%	98.57%
NO	3	1.42%	1.43%

13. An unlimited number of indefinite or periodic bans on advising the company of occurrences impacting service delivery, for example no receipt of flight plans, load sheets, fuel, catering, pushback tugs?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	208	98.58%	99.05%
NO	2	0.95%	0.95%

14. An unlimited number of indefinite or periodic bans on tankering fuel to regional ports?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	206	97.63%	98.10%
NO	4	1.90%	1.90%

15. An unlimited number of indefinite or periodic bans on uplifting additional fuel to requirements at outports?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	201	95.26%	95.71%
NO	9	4.27%	4.29%

16. An unlimited number of indefinite or periodic bans on any duty travel other than business class (J) seat?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	208	98.58%	99.05%
NO	2	0.95%	0.95%

17. An unlimited number of indefinite or periodic bans on a pilot continuing any duty where they undertake 4 (or greater) sector days, until a 30 minute break free of all duties is undertaken on the ground, on a turn-around at an individual pilots choosing?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	208	98.58%	99.05%
NO	2	0.95%	0.95%

18. An unlimited number of indefinite or periodic pauses of work of 16 minutes to occur immediately upon the pilot entering the flight deck?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	203	96.21%	96.67%
NO	7	3.32%	3.33%

19. An unlimited number of indefinite or periodic pauses of work of 31 minutes to occur immediately upon the pilot entering the flight deck?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	202	95.73%	96.19%
NO	8	3.79%	3.81%

20. An unlimited number of indefinite or periodic pauses of work of 61 minutes to occur immediately upon the pilot entering the flight deck?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	201	95.26%	95.71%
NO	9	4.27%	4.29%



21. An unlimited number of indefinite or periodic bans on wearing some or all elements of the prescribed uniform, including wearing non-uniform items in addition to, or instead of the prescribed uniform?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	204	96.68%	97.14%
NO	6	2.84%	2.86%

22. An unlimited number of occasions where pilots conduct PA's to advise passengers where delays are due to protected industrial action?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	204	96.68%	97.14%
NO	6	2.84%	2.86%

23. An unlimited number of single or consecutive stoppages of all work outside the hours embracing 9 am to 5 pm daily?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	204	96.68%	97.14%
NO	6	2.84%	2.86%

24. An unlimited number of single or consecutive 4-hour stoppages of all work?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	204	96.68%	97.14%
NO	6	2.84%	2.86%

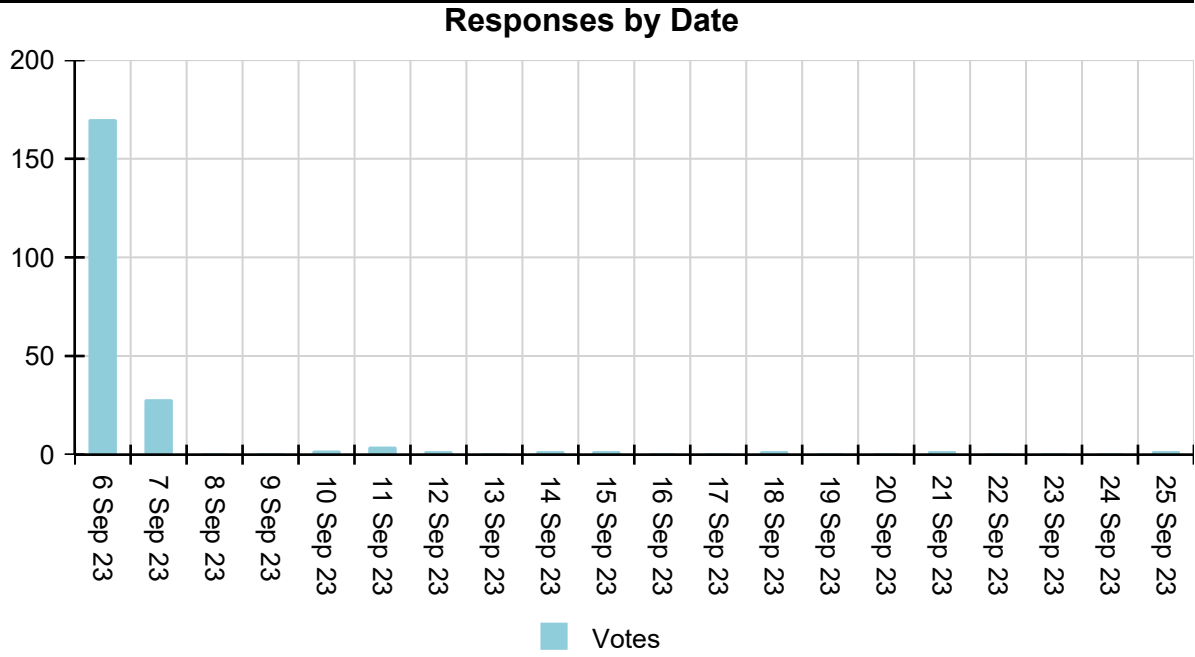
25. An unlimited number of single or consecutive 24-hour stoppages of all work?

<b>Response</b>	<b>Result</b>	<b>% of Total (211)</b>	<b>% of Response Rate (210)</b>
YES	203	96.21%	96.67%
NO	7	3.32%	3.33%

## Responses By Date

The following section shows a breakdown of voter response by day while the ballot was open. Voters cast their vote by using the voting link supplied to them.

Date	Votes	% of Total (211)	% of Response Rate (210)
6 Sep 23	170	80.57%	80.95%
7 Sep 23	28	13.27%	13.33%
8 Sep 23	0	0.00%	0.00%
9 Sep 23	0	0.00%	0.00%
10 Sep 23	2	0.95%	0.95%
11 Sep 23	4	1.90%	1.90%
12 Sep 23	1	0.47%	0.48%
13 Sep 23	0	0.00%	0.00%
14 Sep 23	1	0.47%	0.48%
15 Sep 23	1	0.47%	0.48%
16 Sep 23	0	0.00%	0.00%
17 Sep 23	0	0.00%	0.00%
18 Sep 23	1	0.47%	0.48%
19 Sep 23	0	0.00%	0.00%
20 Sep 23	0	0.00%	0.00%
21 Sep 23	1	0.47%	0.48%
22 Sep 23	0	0.00%	0.00%
23 Sep 23	0	0.00%	0.00%
24 Sep 23	0	0.00%	0.00%
25 Sep 23	1	0.47%	0.48%



Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.  
There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



25 September 2023

Stephen Donaldson

TrueVote Returning Officer