



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**The Australian Licenced Aircraft Engineers Association**

**v**

**Civil Aviation Safety Authority**

**(B2023/907)**

**15 September 2023**

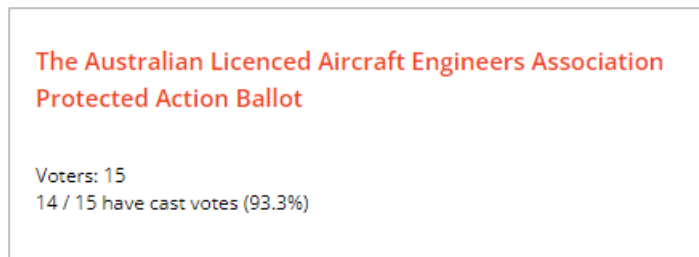
# 1. Ballot Result

Total Eligible Voters: 15  
Total Participated: 14

14 out of 15 have answered all questions 93.3%

Final Ballot Audit: Friday, 15 September 2023 at 1.10pm AWST

*Diagram 1: Final Vote Participation*



## 2. CiVS Independence Declaration

The Australian Licenced Aircraft Engineers Association Protected Action Ballot has been managed and declared independent of all other parties.

The Australian Licenced Aircraft Engineers Association Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,

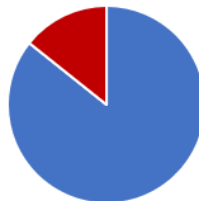
Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

## Question 1

In support of reaching an Enterprise Agreement with the Civil Aviation Safety Authority do you endorse the approval of the protected industrial actions listed in this ballot; separately, concurrently and/or consecutively against your employer, in the form of:

1. An indefinite or periodic ban on the performance of additional hours, beyond the employees minimum required hours for an unlimited number of days;
2. An indefinite or periodic ban on the performance of overtime for an indefinite period;
3. For a defined or indefinite period, all invoices will be entered as zero into the Estimator EAP tool or other recording function;
4. For a defined or indefinite period, all surveillance inspections will be conducted in groups of at least two inspectors;
5. For a defined or indefinite period, Special Flight Permits will only be issued by inspectors or by other suitably qualified and authorized staff during core working hours (9.30 am to 12.00 noon and 2.00 pm to 4.00 pm, Monday to Friday);
6. For a defined or indefinite period, standard forms of recommendation (SFR) approvals will only be issued by inspectors or by other suitably qualified and authorized staff during core working hours (9.30 am to 12.00 noon and 2.00 pm to 4.00 pm, Monday to Friday);
7. For a defined or indefinite period, employees will only travel for work purposes during core working hours (9.30 am to 12.00 noon and 2.00 pm to 4.00 pm, Monday to Friday);
8. For a defined or indefinite period, inspectors or other suitably qualified and authorized staff will not conduct work or inspections on functions, instruments, equipment or processes for which they have not had currency/recurrency training in the past 24 months;
9. For a defined or indefinite period, employees will not use the desk booking system;
10. For a defined or indefinite period, employees will retain unlimited personal items in and on work desks including after hours;
11. For a defined or indefinite period, employees will only work if they display, place and or wear union materials, hats, badges, sticker, lanyards, and posters in the workplace and at their workspace;
12. For a defined or indefinite period, employees will only:
  - a. send emails with email footers that indicate their support of the ALAEA enterprise agreement campaign
  - b. participate in online meetings with virtual meeting backgrounds that indicate their support of the ALAEA enterprise agreement campaign
  - c. Otherwise perform their duties if their desktop background indicates their support of the ALAEA enterprise agreement campaign;
13. For a defined or indefinite period, employees will stop work to speak or communicate with the media, nonmembers, the public, political figures about the industrial action, CASA and the Agreement;
14. For an unlimited number of 2-hour periods, employees will forward their phone calls, teams calls and or emails to the office of the CEO unless the employee is on call for urgent safety matters;
15. An indefinite or periodic ban on engaging with internal and external contractors, consultants, or external authorities;
16. For an unlimited number of 24-hour periods all approvals (Air Operations Certificates, Certificate of Air Worthiness, Special Flight Permits and Standard Forms of Recommendation) will only be forwarded to the office of the CEO once complete;
17. For an unlimited number of 24-hour periods all approvals (Air Operations Certificates, Certificate of Air Worthiness, Special Flight Permits and Standard Forms of Recommendation) when completed will be forwarded to the office of the CEO for signature and approval; and
18. Stoppages of work for periods of 15 Minutes up to an indefinite stoppage?

- Yes - 12 (86%)
- No - 2 (14%)





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