



B2022/1141 Protected Action Ballot

United Firefighters' Union of Australia

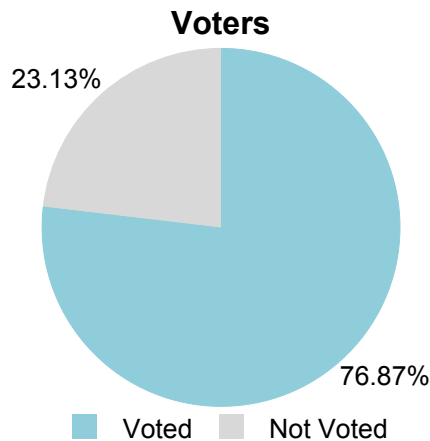
4 August 2022 to 11 August 2022

Ballot Report

The following ballot report is for the B2022/1141 Protected Action Ballot conducted by TrueVote on behalf of United Firefighters' Union of Australia. The ballot was live from 4/8/22 8:00 AM AEST to 11/8/22 5:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 735 registered voters. 565 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 Eastern Australia Time.

Subject	Date	Type	Event
Notice of Ballot - B2022/1141 Protected Action Ballot	3/8/22 12:00 PM	Email	Generic
Vote Open - B2022/1141 Protected Action Ballot	4/8/22 8:00 AM	Email	Voting open
SMS Vote Reminder - B2022/1141 Protected Action Ballot	5/8/22 8:00 AM	SMS	Voting reminder
Vote Reminder - B2022/1141 Protected Action Ballot	8/8/22 8:00 AM	Email	Voting reminder
Vote Reminder - B2022/1141 Protected Action Ballot	11/8/22 8:00 AM	Email	Voting reminder
Vote Closed - B2022/1141 Protected Action Ballot	11/8/22 5:00 PM	Email	Voting closed

1. An unlimited and indefinite period of displaying of Union campaign messaging with materials, slogans, posters, stickers, banners, and flags on station, station surrounds, and vehicles (save for obscuring windows/mirrors/signage/rescue and firefighting equipment)?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	543	73.88%	96.11%
NO	22	2.99%	3.89%

2. An unlimited and indefinite ban on removing any union materials in the workplace and surrounds?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	527	71.70%	93.27%
NO	38	5.17%	6.73%

3. An unlimited and indefinite period of writing of Union campaign messages in liquid chalk on vehicle locker doors?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	503	68.44%	89.03%
NO	62	8.44%	10.97%

4. An unlimited and indefinite ban on removing Union campaign messages from vehicle locker doors?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	497	67.62%	87.96%
NO	68	9.25%	12.04%

5. An unlimited and indefinite period of affixing union logos and messages to helmets (save for obscuring reflective stickers, visor, name, and rank)?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	529	71.97%	93.63%
NO	36	4.90%	6.37%

6. An unlimited and indefinite ban on removing union logos and messages from helmets?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	508	69.12%	89.91%
NO	57	7.76%	10.09%

7. An unlimited and indefinite distribution of Union campaign information and materials, whilst on duty and interacting with members of the public, visitors, contractors, providers, and other employees on Aerodrome?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	538	73.20%	95.22%
NO	27	3.67%	4.78%

8. An unlimited and indefinite ban on attending meetings other than those related to emergencies and for health and safety (which includes hand over/take over, safety and risk assessments, local operations safety group, airport emergency plan meetings)?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	529	71.97%	93.63%
NO	36	4.90%	6.37%

9. An unlimited and indefinite ban on compliance with Airservices Australia's policies which place restrictions on media and public comments by employees, to share with media (traditional and social) and with general members of the public information about safety concerns and Union campaigning?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	538	73.20%	95.22%
NO	27	3.67%	4.78%

10. For an unlimited and indefinite period of time, whilst on duty (save for when actively working to rescue or firefight in an emergency) making information relating to enterprise bargaining and/or workplace matters (including, but not limited to, worker health and safety, staffing levels, employee workloads and workplace morale) available on traditional media/through such media outlets and through social media, such as but not limited to, What's App, YouTube, LinkedIn, Facebook, Twitter, and Instagram?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	544	74.01%	96.28%
NO	21	2.86%	3.72%

11. For an unlimited and indefinite period, within written and other communications with external parties to include the following spoken or written words: 'The following message is authorised by protected industrial action under the Fair Work Act 2009. Aviation Rescue Fire Fighters at Airservices are currently taking protected industrial action because Airservices refuses to respect us, to value our dedication and service to keeping the air travelling public safe. We ask that you support us by contacting Airservices on 1800 802 584 to encourage Airservices to value and respect their staff.'

Response	Result	% of Total (735)	% of Response Rate (565)
YES	546	74.29%	96.64%
NO	19	2.59%	3.36%

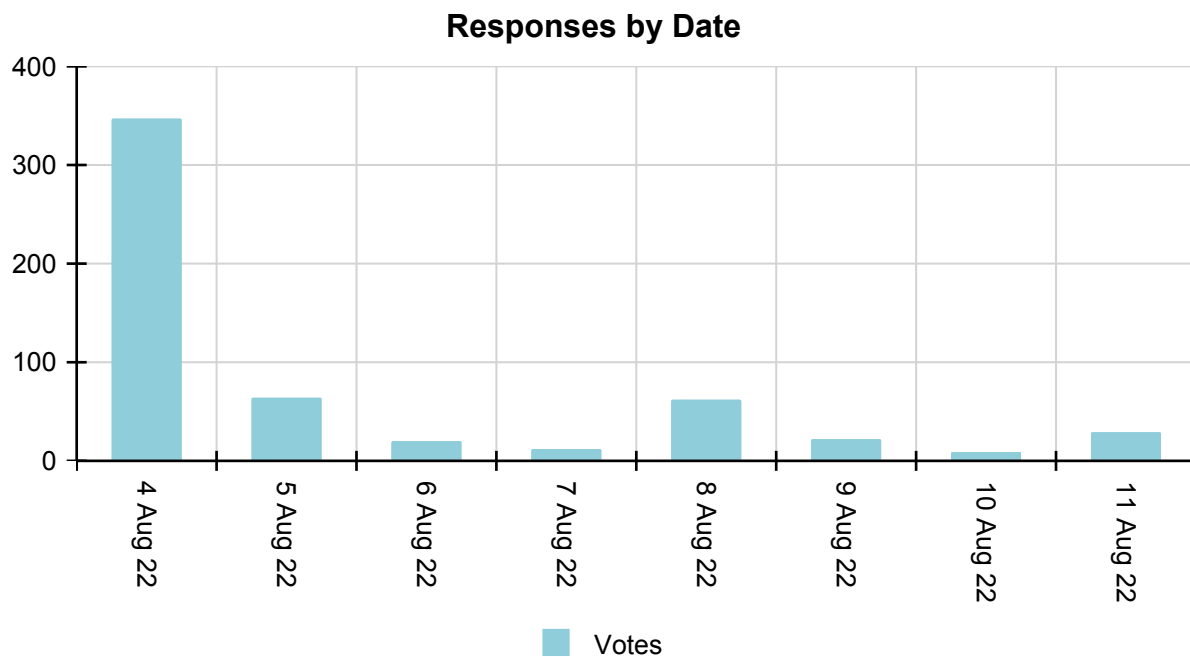
12. For an unlimited and indefinite period, lodging reports in the Corporate Integrated Reporting and Risk Information System (lodging CIRRI Reports) for any understaffing, that is employee numbers on shift, which are lower than ICAO guidelines for the highest category aircraft for the Aerodrome?

Response	Result	% of Total (735)	% of Response Rate (565)
YES	549	74.69%	97.17%
NO	16	2.18%	2.83%

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 (735)	% of Response Rate (565)
4 Aug 22	347	47.21%	61.42%
5 Aug 22	64	8.71%	11.33%
6 Aug 22	20	2.72%	3.54%
7 Aug 22	12	1.63%	2.12%
8 Aug 22	62	8.44%	10.97%
9 Aug 22	22	2.99%	3.89%
10 Aug 22	9	1.22%	1.59%
11 Aug 22	29	3.95%	5.13%



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



11 August 2022

Stephen Donaldson

TrueVote Returning Officer