



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

The Australian Licenced Aircraft Engineers Association

v

PHI International Australia Pty Ltd

(B2022/59)

28 February 2022

1. Ballot Result

Total Eligible Voters: 15
Total Participated: 13

13 out of 15 have answered all questions 86.7%

Final Ballot Audit: Monday, 28 February 2022 at 9.35am 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

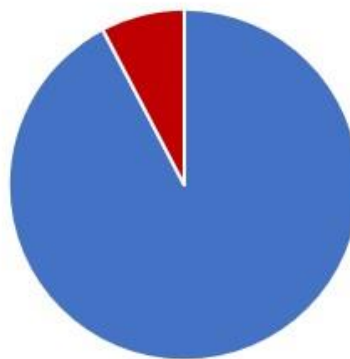
3. Questions and Final Results

Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ALAEA members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of stoppages of the performance of work for the duration of 30 minutes?

- Yes - 12 (92%)
- No - 1 (8%)

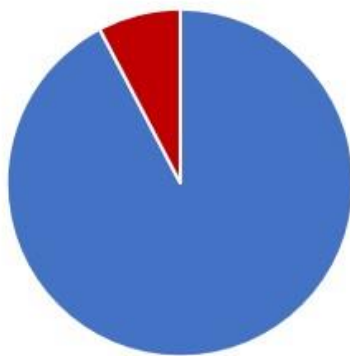


Question 2

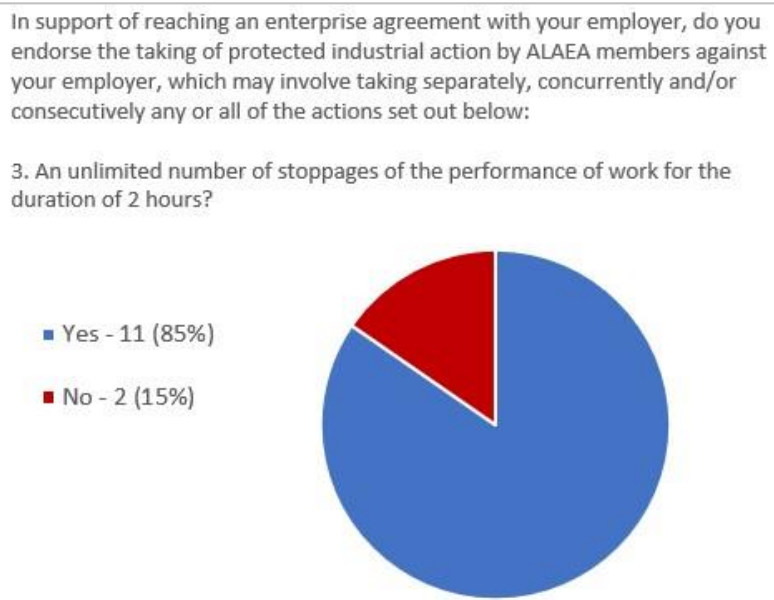
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ALAEA members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of stoppages of the performance of work for the duration of 1 hour?

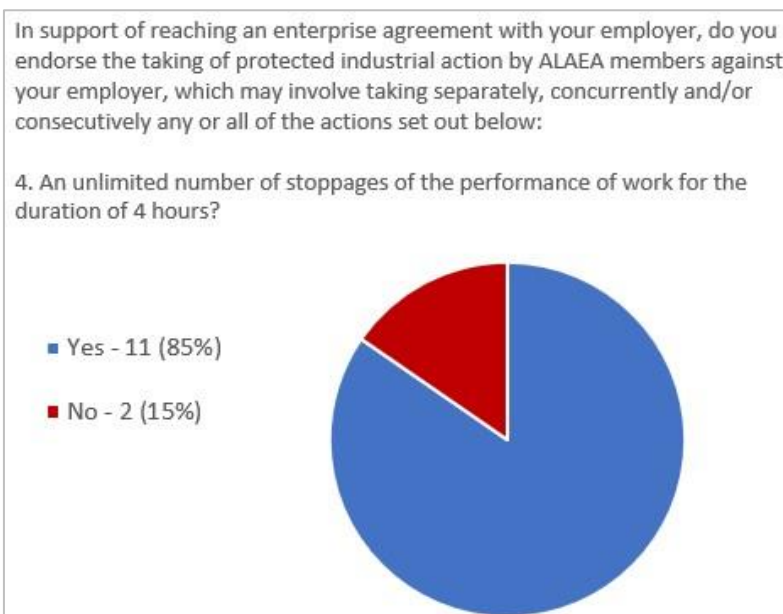
- Yes - 12 (92%)
- No - 1 (8%)



Question 3



Question 4



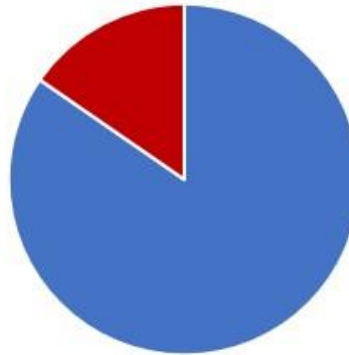
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ALAEA members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of stoppages of the performance of work for the duration of 6 hours?

■ Yes - 11 (85%)

■ No - 2 (15%)



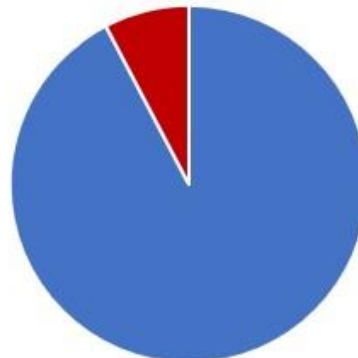
Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by ALAEA members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An unlimited number of bans for an indefinite period on the performance of overtime?

■ Yes - 12 (92%)

■ No - 1 (8%)





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